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G. VENKATASWAMY NAIDU COLLEGE (AUTONOMOUS), KOVILPATTI – 628 502.



UG DEGREE END SEMESTER EXAMINATIONS - NOVEMBER 2025.

(For those admitted in June 2021 and later)

PROGRAMME AND BRANCH: B.B.A.

SEM	CATEGORY	COMPONENT	COURSE CODE	COURSE TITLE
VI	PART-III	CORE	U21BB615	TRAINING AND DEVELOPMENT

Date & Session: 04.11.2025/FN

Time: 3 hours

Maximum: 75 Marks

Course Outcome	Bloom's K-level	Q. No.	<p>SECTION – A (10 X 1 = 10 Marks) Answer ALL Questions.</p>
CO1	K1	1.	<p>Training primarily focuses on:</p> <p>a) Increasing employee wages b) Improving employee performance</p> <p>c) Enhancing organizational rules d) Reducing staff size</p>
CO1	K2	2.	<p>Which of the following is not a type of Training Need Analysis (TNA)?</p> <p>a) Organization Analysis b) Person Analysis</p> <p>c) Cultural Analysis d) Task Analysis</p>
CO2	K1	3.	<p>Which of the following is an <i>important consideration</i> while designing a training program?</p> <p>a) Trainer's handwriting b) Learners' needs and objectives</p> <p>c) Office location d) Cost of furniture</p>
CO2	K2	4.	<p>Which is a constraint in training design?</p> <p>a) Unlimited budget b) Availability of time and resources</p> <p>c) Employee motivation d) New technology</p>
CO3	K1	5.	<p>Which learning theory is associated with "stimulus-response" connections?</p> <p>a) Classical Conditioning b) Cognitive Learning</p> <p>c) Social Learning d) Self-learning</p>
CO3	K2	6.	<p>Maslow's hierarchy of needs starts with:</p> <p>a) Safety needs b) Esteem needs</p> <p>c) Physiological needs d) Self-actualization</p>
CO4	K1	7.	<p>On-the-job training does <i>not</i> include:</p> <p>a) Job Rotation b) Coaching</p> <p>c) Apprenticeship d) Case Study</p>
CO4	K2	8.	<p>Which of the following is a <i>physical arrangement</i> in training implementation?</p> <p>a) Motivation strategies b) Seating and equipment setup</p> <p>c) Psychological counselling d) Performance appraisal</p>
CO5	K1	9.	<p>The main purpose of Management Development is:</p> <p>a) To train workers for manual jobs</p> <p>b) To enhance managerial skills and knowledge</p> <p>c) To increase physical fitness of employees</p> <p>d) To replace training programs</p>
CO5	K2	10.	<p>Which of the following is a source of knowledge and skill for management development?</p> <p>a) Meditation only b) Self-awareness and contextual understanding</p> <p>c) Physical training d) Routine clerical tasks</p>

Course Outcome	Bloom's K-level	Q. No.	<p align="center">SECTION – B (5 X 5 = 25 Marks) Answer <u>ALL</u> Questions choosing either (a) or (b)</p>
CO1	K3	11a.	Explain the difference between training and development with suitable examples. (OR)
CO1	K3	11b.	What are the methods and techniques of Training Need Analysis (TNA)?
CO2	K3	12a.	What are the important considerations while designing a training program? (OR)
CO2	K3	12b.	Discuss the types of costs involved in a training program.
CO3	K4	13a.	Write a short note on principles of learning. (OR)
CO3	K4	13b.	Explain Herzberg's Two-factor Theory of Motivation.
CO4	K4	14a.	Differentiate between On-the-job and Off-the-job training methods. (OR)
CO4	K4	14b.	What are the logistical and physical arrangements required for training implementation?
CO5	K5	15a.	Explain the importance of management development in modern organizations. (OR)
CO5	K5	15b.	What are the sources of knowledge and skills for management development?

Course Outcome	Bloom's K-level	Q. No.	<p align="center">SECTION – C (5 X 8 = 40 Marks) Answer <u>ALL</u> Questions choosing either (a) or (b)</p>
CO1	K3	16a.	Explain the scope and objectives of training in modern organizations. (OR)
CO1	K3	16b.	Discuss the types, methods, and approaches of Training Need Analysis (TNA)
CO2	K4	17a.	What are the important considerations and constraints while designing a training program? (OR)
CO2	K4	17b.	Explain the factors affecting training design with suitable examples
CO3	K4	18a.	Discuss the different theories of learning and their relevance in training. (OR)
CO3	K4	18b.	Explain Vroom's Expectancy Theory of Motivation and its application in the workplace.
CO4	K5	19a.	Compare and contrast On-the-job and Off-the-job training methods with examples. (OR)
CO4	K5	19b.	Discuss the various training methods such as lecture, group discussion, case study, and role-play.
CO5	K5	20a.	Explain the importance and implications of management development in organizations. (OR)
CO5	K5	20b.	Discuss the sources of knowledge and skills required for effective management development.