



Institute of Management
JK Lakshmipat University, Jaipur
END TERM EXAMINATION DECEMBER 2018



MBA Sem- III
MM: 40 Marks

Course: Training and Development
Time: 2 Hours
Subject code: HR04

Instructions:

1. Attempt any **three** questions from Section A.
2. Section B is compulsory.

Section A

- Q1. As an HR manager prepare a programme schedule to organize a two day training programme for sales executives. (10)
- Q2. The success of a training programme is dependent on the organizational environment. Yes or No. Elaborate your answer. (10)
- Q3. Discuss the most prominent changes affecting Training and Development function in business today. (10)
- Q4. Many companies spend considerable time and money on training in interpersonal skills. Do you think such training really works? How does the company decide whether to continue or discontinue any training programme. (10)
- Q5. How would you identify the training needs of a group of a large public sector insurance company facing stiff competition from private sector insurance companies in recent times? (10)

Section B

- Q6. On 1st December, 2016, Giriraj Prasad a recruit from a reputed management institute in India walked into their corporate office at Mumbai as a new finance trainee. Rishi, the head finance for large computer software firm was there to greet him. Giriraj's job consisted of administration related accounting activities of the organization. Rishi briefed him on the activities of the organization and the need to have a separate administration related accountant for organization. Then Rishi gave Giriraj, Company Annual Reports, catalogues and various other papers of the company. Subsequently, Giriraj was taken to his desk where he found a lot of pending works that Rishi asked him to complete by the (3+3+4)

weekend.

Thereafter Rishi excused himself and did not return. Giriraj spent the whole day scanning the material, pending work and at 5:00 pm he picked up his things and went home.

- 1) What do you think about Giriraj Prasad's training programme?
- 2) What type of programme would you suggest? Why?
- 3) What method of training would have been best under the circumstances?
Explain the advantages of using that method?