8. What do you mean by transactional analysis?

7. Choosing optimum method of training?

6. What are the factors to be considered while

5. What are the essential qualities of a consultant?

4. What is the need for training and development?

3. Explain the components of learning.

2. Explain the process of performance appraisal.

1. What do you mean by Man Power Planning?

Answer any FIVE questions.

PART A — (5 x 6 = 30 marks)

Maximum : 100 marks

Part B

(2012 – 2013 Batch onwards)

Training and Development

(General)

Fourth Semester

December 2014/January 2015

M.B.A. Degree Examination

MBGN 4005

Questions:

(a) Define and explain career development program.

(b) Identify the career development model of organizations.

(c) Analyze the career development model of Gap Inc pertaining to the case and critically evaluate and make suggestions for improvements.

Financial Management and Human Resources

M.B.A. Management, Leadership, in the areas of Management, Leadership, and Human Resources.

Participants: Three courses from Cornell University.

Participants: An online course from Cornell University, for example, can take advantage of this partnership with the faculty at Cornell.

Participants: They encourage all participants to pursue these courses and work collaboratively, often involving in-depth collaborative projects that involve multiple stakeholders, formal coaching sessions, and mentoring relationships.

The 20 percent portion may involve formal
PART B — (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Explain the process of man power planning.

10. Discuss the various methods of performance appraisal.

11. Explain the various teaching techniques adopted for effective training.

12. Only if lecture method is substituted the training can be made effective” — Comment on the statement.

13. Discuss in detail ‘competency based training programmes’.

14. How are the training programmes evaluated?

15. Describe the role of career development programmes in improving the organisational effectiveness.

16. Explain with examples the various ICT based training methods.

PART C — (1 × 20 = 20 marks)

(Compulsory)

17. Case study:

Gap Inc. says,

*We attract and keep exceptional talent by helping our employees realize their professional goals while finding personal fulfillment in their work.*

*We use a 70-20-10 model of career development that offers our employees a diverse platform for growth.*

Career development at Gap Inc. begins with ensuring that our employees feel connected to their shared purpose and values and that they understand the role they play in helping Gap Inc. succeed. They offer employees a variety of experiences to grow personally and professionally.

Their approach to career development is based on a 70-20-10 model: Employees gain 70 percent of their learning and development through on-the-job experience, 20 percent through mentorships and collaboration and 10 percent through courses and formal training.

The 70 percent on-the-job training may involve everything from daily activities to “stretch” assignments that place employees in situations outside their current realm of expertise and responsibility. As they continue to expand globally, we are committed to giving their employees even more opportunities to take on new roles and international assignments.