

# School of Business

Department of Business

Mid Term Examination

Exam Date: 04 Oct 2023

Time : 90 Minutes

Marks : 50

## Sem IX - MBHR6010 - Learning and Development

*Your answer should be specific to the question asked*

*Draw neat labeled diagrams wherever necessary*

- 1) "Outline the key differences between counselling and coaching approaches in supporting individuals' personal and professional growth? K2 (2)
- 2) "Training need analysis involves time, effort and money". Define some key points to justify the statement. K1 (3)
- 3) Explain the need for a training assessment. Is it essential in making decision on training and development? K2 (4)
- 4) Explain Reinforcement theory? Also focus on its practical implications in organizational learning. K2 (6)
- 5) Identify the key elements and best practices in designing and delivering effective training using the presentation method. K3 (6)
- 6) "Make use of skill training methods to contribute in improving workforce productivity, enhancing employability, and addressing the evolving needs of industries in the rapidly changing global economy? K3 (9)
- 7) Classify the critical factors that influence the successful implementation of training programs within organizations, and how can the training professionals effectively address potential challenges to ensure the seamless integration of training initiatives into the workplace? K4 (8)
- 8) "Data analysis is an important step to convert raw data to refined data". Examine in detail the various methods of data analysis used in designing a training programme? K4 (12)

**OR**

Examine Donald Kirkpatrick model of training evaluation. How does this method enable organizations to assess the effectiveness and impact of their training programs, and what are some practical strategies to implement each level of evaluation to improve overall training outcomes and ROI? K4 (12)