

**Navrachana University**  
**School of Business & law – MBA**  
**Semester End Examination May-2017**  
**SY MBA, Semester 4**  
**Training & Development HR 211**

Date: 9/5/2017  
Time: 8 am to 10 am

Marks: 40

**Instructions:**

- Write each answer on a new page
- Use of calculator is permitted/not permitted
- Any other relevant instruction

**Q. 1** State two definitions of Training given by two different authors. (2 Marks)

**Q. 2** Explain following orientations of training with examples: (8 Marks)

1. Action training (3 Marks)

2. Organization Development (5 Marks)

**Q. 3** Explain Kirkpatrick's model of Training evaluation. (5 Marks)

**Q. 4** Explain Kolb's learning cycle with example. (4 Marks)

**Q. 5** Discuss Pre-training & Post-Training requirements with reference to Spiral Model of the Training Process. (5 Marks)

**Q. 6**

Assume that a loss making 3 star hotel in Vadodara has been taken over by the company in which you work as a Training Manager. During the transition process, many of the old employees resigned and the current staff includes a large number of new joiners. Prepare Training plan as per the ADDIE Model. (10 Marks)

**Q. 7**

You are the supervisor of a group of employees whose task is to assemble disk drives that go into computers. You find that quality is not what it should be and that many of your group's devices have to be brought back and reworked. Your boss says, "You'd be better start doing a better job of training your workers." How will you deal with this situation utilizing your knowledge related to Training & Development? (6 Marks)