M.Com. DEGREE EXAMINATION NOVEMBER 2019
COMMERCE
FIRST SEMESTER

COURSE	**:**	**ELECTIVE**
PAPER	**:**	**TRAINING AND DEVELOPMENT**
TIME	**:**	**3 HOURS**

MAX. MARKS: 100

SECTION – A

ANSWER ANY SIX QUESTIONS. **(6 x 10 = 60)**

1. What is the benefit of Training and Development?

2. Highlight the objectives of Training and Development.

3. What are the basic principles of Learning?

4. What are the Pre-requisites for creating a climate for training?

5. Describe the important considerations while designing a Training Programme.

6. Explain the steps of Training and Development Needs identification process.

7. What are the Limitations of On-the-Job Training?

8. State the significance of Training Evaluation.

SECTION – B

ANSWER ANY TWO QUESTIONS. **(2 x 20 = 40)**

9. Distinguish between Training and Development.

10. Design a training programme for a company of your choice.

11. Elaborate the classification of Training methods and methodologies.

12. Elaborate Donald Kirkpatrick's four levels of Evaluation Model.

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