

**STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086.**

**COURSE CODE: 19CM/PE/TD15**

**M.COM DEGREE EXAMINATION – NOVEMBER 2021**

**COMMERCE – SHIFT II**

**COURSE : MAJOR – ELECTIVE**

**PAPER : TRAINING AND DEVELOPMENT**

**TIME : 3 HOURS**

**MAX. MARKS: 100**

**SECTION – A**

**Answer any THREE questions:**

**(3x20 =60)**

1. (a) Illustrate with examples the dynamic factors which calls for continuous learning. **(10 Marks)**  
(b) Bring out the difference between training and development. **(10 Marks)**
2. (a) Explain the resistance to training and steps to overcome it. **(10 Marks)**  
(b) Briefly describe the factors contributing to enhance learning. **(10 Marks)**
3. (a) Write a note on components of need analysis. **(10 Marks)**  
(b) Setting the training objective is a precondition to training design. Discuss. **(10 Marks)**
4. (a) Executive Development delivers more benefits to the managers with people management. Discuss. **(10 Marks)**  
(b) What is training aid? How can they help promote learning? **(10 Marks)**

**SECTION – B**

**Answer any ONE question:**

**(1 x 40 = 40)**

5. (a) What is on the Job training? How is it different from off the job training method? **(10 Marks)**  
(b) Write the advantages and disadvantages of on-the-job training. **(15 Marks)**  
(c) Describe the various methods of on-the-job training. **(15 Marks)**
6. (a) Explain the various approaches to training Implementation. **(15 Marks)**  
(b) What is Training Evaluation? Explain the Significance of Training evaluation. **(10 Marks)**  
(c) What is the contribution of Donald Kirkpatrick to training evaluation? **(15 Marks)**

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