

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI 600 086
(For candidates admitted during the academic year 2023 – 2024 & thereafter)

M.Sc., DEGREE EXAMINATION, APRIL 2026
PSYCHOLOGY
FOURTH SEMESTER

COURSE : CORE
PAPER : TRAINING AND DEVELOPMENT
SUBJECT CODE : 23PY/PC/TD44
TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer all the questions not exceeding 300 words (4 x 5 = 20 marks)	CO	KL
1.	a) Define Training and explain its relevance in Human Resource Management. (or) b) Describe the nature and scope of Training and Development.	CO1	K1
2.	a) Explain the Training Cycle with suitable examples. (or) b) Discuss the reasons and types of training in organizations.	CO1	K1
3.	a) Explain the general features of adult learners with reference to Malcolm Knowles' assumptions. (or) b) Differentiate between Andragogical and Pedagogical training approaches.	CO1	K2
4.	a) Discuss the importance of writing SMART objectives in training. (or) b) Explain the barriers to learning in training programmes.	CO1	K2
Q. No.	SECTION B Answer all the questions not exceeding 700 words (4 x 10 = 40 marks)	CO	KL
5.	a) Apply appropriate Training Need Analysis (TNA) methods for a newly established IT company. (or) b) Design a data collection strategy for identifying training needs in a hospital setting.	CO2	K3
6.	a) Develop a plan using experiential learning methods for leadership training. (or) b) Illustrate how on-the-job and off-the-job training methods can be applied in manufacturing industries.	CO2	K3
7.	a) Analyse the effectiveness of TQM and Quality Circles as training approaches. (or) b) Examine the skills and qualities required for a trainer.	CO3	K4
8.	a) Analyse the process of designing and conducting training programmes. (or) b) Examine the role of executive development in career progression.	CO3	K4

Q. No.	SECTION C (2 x 20 = 40 marks) Answer any 2 questions not exceeding 1200 words	CO	KL
9.	a) Evaluate Kirkpatrick's and CIRO Models of approaches to training evaluation. (10 marks) b) Develop a training evaluation framework for a corporate leadership programme. (10 marks)	CO4 CO5	K5 K6
10.	a) Critically evaluate the methods of training evaluation and barriers involved. (10 marks) b) Create a comprehensive training module for skill enhancement of college faculty. (10 marks)	CO4 CO5	K5 K6
11.	a) Evaluate the different characteristics of a professional trainer that aid in Career progression and Personal development. (10 marks) b) Design a training programme for employee productivity improvement. (10 marks)	CO4 CO5	K5 K6
12.	a) Critically evaluate the role of group dynamics in training effectiveness. (10 marks) b) Develop a complete executive development programme for middle-level managers. (10 marks)	CO4 CO5	K5 K6
