

TRAINING & DEVELOPMENT

(For students admitted in 2014 & 2015 only)

Time: 3 hours

Max. Marks: 60

All questions carry equal marks

SECTION – A

Answer the following: (05 X 10 = 50 Marks)

- 1 Explain the significant role of training in human resources development process.
OR
- 2 Elaborate systems approach to training.
- 3 Where do training functions fit into overall HR policy at an organization?
OR
- 4 What are the various functions and responsibilities of training manager?
- 5 Explain the pros and cons of involving external agencies for training programs.
OR
- 6 “Successful needs assessment lead to successful training program”. Do you agree? Explain.
- 7 Explain significance of course content design in training programme.
OR
- 8 Explain the role of employee qualities in designing a training program.
- 9 Bring out advantages and disadvantages of on the job training.
OR
- 10 Explain the role of e-learning in training.

SECTION – B

(Compulsory Question)

01 X 10 = 10 Marks

11 **Case study:**

Praja Grameena bank is a rural bank established with an aim to serve the rural poor. It has wide network throughout rural areas of AP. The bank also has its branches in all district headquarters. It is operating with total employee strength of around 30,000.

The employees are sent for training every six months in turn. The main aim of training is to educate, get friendly and also to inculcate a habit of repaying their loans.

Questions:

- (a) Chart out a training program to impart the said qualities to the bank employees.
- (b) List out training content and reasons to include that content.
