



'समानो मन्त्रः समितिः समानी'

**UNIVERSITY OF NORTH BENGAL**

BBA Honours 6th Semester [Special] Examination, 2023

**DSE3-BBA (6HA)**

**TRAINING AND DEVELOPMENT**

Time Allotted: 2 Hours

Full Marks: 60

*The figures in the margin indicate full marks.*

**GROUP-A**

Answer any *two* questions from the following

12×2 = 24

1. Discuss the merits and limitations of On-the-Job Training. Also, explain any two methods of on-the-job training. 12
2. Explain how a firm can forecast training needs and organize training programmes. 12
3. Discuss the methods of assessing the impact of training on the employee and the firm. 12
4. Briefly discuss any six methods of management development programme. 12

**GROUP-B**

5. Answer any *four* questions from the following:

6×4 = 24

- (a) Briefly explain the concept of Job Instruction Training. 6
- (b) Explain the process of training needs analysis and its importance. 6
- (c) Summarize the role and responsibilities of the training department. 6
- (d) What is Job Rotation? State the advantages and benefits of Job Rotation. 6
- (e) State the importance of executive development programmes. 6
- (f) Narrate the importance of Management Games while imparting employee training. 6
- (g) How are the training objectives determined? 6

**GROUP-C**

6. Answer any *four* questions from the following:

3×4 = 12

- (a) Define Management Development Programme. 3
- (b) State the importance of Role Play as an employee development module. 3
- (c) What do you mean by the spiral model of training? 3
- (d) Enlist the methods of the Off-the-job training. 3
- (e) Explain Sensitivity Training. 3
- (f) Write a short note on Behavioural Modelling. 3
- (g) Distinguish between training and development. 3

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