



Name:

Enrolment No:

UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, December 2023

Course: Training and Development

Semester: III

Program: MBA (HRM Spl)

Course Code: HRES8006

Time : 03 hrs.

Max. Marks: 100

Instructions: All questions are compulsory.

SECTION A
10Qx2M=20Marks

S. No.	Describe the various terms mentioned below.	Marks	CO
Q 1	Human Capital	2	CO1
Q 2	Adaptive training	2	CO1
Q 3	Intellectual capital	2	CO1
Q 4	Motor skills	2	CO1
Q 5	Kurt Lewin's change model	2	CO1
Q 6	Difference between training and development	2	CO1
Q 7	Organizational development	2	CO1
Q 8	Strategic training	2	CO1
Q 9	Customer capital	2	CO1
Q 10	Cognitive strategies	2	CO1

SECTION B
4Qx5M= 20 Marks

Q 1	What is the role of business strategies in training and development?	5	CO2
Q 2	What is Kirkpatrick model of training effectiveness?	5	CO2
Q 3	Discuss the steps in formulating the business strategies?	5	CO2
Q 4	Discuss the role of organizational development professional in training & development programs.	5	CO2

SECTION-C
3Qx10M=30 Marks

Q 1	As the HR manager for a healthcare institution, you want to address a shortage of qualified nursing staff. How would you create a training and development program to attract and prepare more nurses to meet the staffing needs?	10	CO3
Q 2	What is outsourcing training? Write a note on intangible assets of the organizations.	10	CO2

Q3	You are the HR manager of a retail chain experiencing a high turnover rate among employees. How would you design and implement a training and development program to improve employee retention and performance in the fast-paced retail environment?	10	CO3
SECTION-D 2Qx15M= 30 Marks			
Q 1	What is transfer of training? Describe the model of learning and transfer of training. What are the various obstacles in the work environment that inhibit transfer of training?	15	CO4
Q 2	Your organization is expanding into international markets, and you need to prepare employees for cross-cultural interactions. What training and development strategies would you employ to foster cultural competence among your workforce?	15	CO4