



**WEST BENGAL STATE UNIVERSITY**  
BBA Honours 5th Semester Examination, 2021-22

**BBAADSE06T-BBA (DSE1/2)**

**TRAINING AND DEVELOPMENT**

Time Allotted: 2 Hours

Full Marks: 50

*The figures in the margin indicate marks of question.  
Candidates should answer in their own words and adhere to the word limit as practicable.*

1. Answer any **five** questions from the following: 2×5 = 10
- (a) Define Training.
  - (b) Give the idea of Development Cycle.
  - (c) What is the significance of Counselling?
  - (d) Differentiate between simulation and role playing.
  - (e) Why is creativity important in training evaluation?
  - (f) What do we mean by needs assessment?
  - (g) What do you mean by Training Methodology?
  - (h) How are case studies used in evaluating training?
  - (i) Define Management Development Programme.
  - (j) Differentiate between 'On the job training' and 'Off-the job training'.
  - (k) Define Development.
  - (l) What is meant by Discovery Learning?
  - (m) What do you mean by Brainstorming?
  - (n) Differentiate between training and development.
  - (o) What is Operational analysis?
2. Answer any **four** questions from the following: 5×4 = 20
- (a) Discuss the significance of training and development in an organisation.
  - (b) Explain the skills required by an effective trainer.
  - (c) Discuss the various types of development methods.
  - (d) Describe in detail the various methods of assessing training needs.
  - (e) Briefly explain the different career problems.
  - (f) Write short note on EETS.

- (g) Explain the use of Audio-Visual Aids in training.
- (h) Briefly discuss about Leader centered techniques of management development.
- (i) Explain the procedure for monitoring and evaluation of training programmes.
- (j) Write short notes on Learning Management System.
- (k) Explain the team building exercises.
- (l) Write short note on HRD.

3. Answer any **two** questions from the following: 10×2 = 20
- (a) What do you mean by Management Development? What are the approaches to Management Development? 4+6
  - (b) Write short notes (any **two**) on: 5+5
    - (i) Training Budget
    - (ii) Online learning
    - (iii) Functions of Training Department.
  - (c) Discuss the role and importance of team building exercises in an organisation. 10
  - (d) Discuss the Management Development process. 10
  - (e) Explain the benefits of using EETS. 10
  - (f) Discuss the various steps involved in organising training program. 10

**N.B. :** *Students have to complete submission of their Answer Scripts through E-mail / Whatsapp to their own respective colleges on the same day / date of examination within 1 hour after end of exam. University / College authorities will not be held responsible for wrong submission (at in proper address). Students are strongly advised not to submit multiple copies of the same answer script.*

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