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End Semester Examination, December 2024
Program – M.A Psychology) -IIIrd Semester
Course Title: Training and Development and Organization (Course Code-) SHPS705A

Time: 2.5 hrs.

Max Marks: 50

Note: *All Questions are compulsory. Marks are indicated against each question.*

PART-A

Q.1 *Attempt any five questions:*

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|--|----------------|
| (a) Explain competency mapping in training. | [CO-4] [L-1] 2 |
| (b) Differentiate between training and development | [CO-1] [L-1] 2 |
| (c) Mention any two factors influencing training program | [CO-2] [L-1] 2 |
| (d) Define executive coaching | [CO-2] [L-1] 2 |
| (e) Explain one learning style with example. | [CO-2] [L-1] 2 |
| (f) Discuss job analysis. | [CO-1] [L-1] 2 |
| (g) Define creative problem solving. | [CO-4] [L-1] 2 |

2x5

PART-B

- Q.2 Explain the concept of training and its strategic importance in an organization. [CO-1] [L-2] 10

OR

Describe the stages of the training process and the role of training needs assessment (TNA).

[CO-1] [L-2] 10

- Q.3 Outline the attributes and factors that influence learning in a training program. [CO-2] [L-3] 10

OR

Describe the learning process and various learning styles relevant to training.

[CO-2] [L-3] 10

- Q.4 Describe the benefits and limitations of role-playing as a training method. [CO-3] [L-3] 10

OR

Compare and contrast the effectiveness of traditional lecture-based training with interactive methods like brainstorming and mind mapping [CO- 3] [L-3] 10

- Q.5 Why is it important to evaluate training programs, and what are the key principles of evaluation? [CO-4] [L-4] 10

Compare and contrast qualitative and quantitative approaches in training evaluation. What are the benefits and limitations of each. [CO- 4] [L-4] 10