Program:	S.Y.B.Com (MS)	Semester:	III	Program Code:	UGMS02
Course:	Training and Development			Course Code:	NUMS307
Duration:	2 Hour	Examination Pattern:	NEP-Autonomous-External	Max. Marks:	60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.
4. CO (Course Outcome), KL (Knowledge Level).

Examination:

REGULAR

Q. 1		Attempt the following.				[15]	CO's	KL's
	(a)	**Fill in the blanks with an appropriate answer from the alternatives given.**				[08]		
		I	Training is a systematic process of improving an employee's _____.				CO1 CO2 CO3 CO4	L1
			a.	Skills	b.	Salary		
			c.	Position	d.	Status		
		II	Employee development is a continuous process aimed at improving human _____.					
			a.	Benefits	b.	Salary		
			c.	Performance	d.	Attendance		
		III	Training evaluation determines the _____ of a training programme.					
			a.	Duration	b.	Location		
			c.	Effectiveness	d.	Attendance		
		IV	The systematic process of identifying training requirements is called Training Needs _____.					
			a.	Assessment	b.	Budgeting		
			c.	Appraisal	d.	Planning		
		V	Talent management focuses on attracting, developing and _____ talented employees.					
			a.	Reducing	b.	Retaining		
			c.	Transferring	d.	Replacing		
		VI	Counselling helps employees address personal and _____ issues.					
			a.	Marketing	b.	Work-related		
			c.	Political	d.	Production		
		VII	Task analysis identifies the knowledge and skills required to perform a _____.					
			a.	Career	b.	Hobby		
			c.	Project	d.	Job		

		VIII	One common pitfall in performance appraisal is _____ bias.						
			a.	Technical	b.	Market			
			c.	Financial	d.	Personal			
	(b)	**State whether the following statements are true or false.**					**[07]**		
		I	Performance appraisal involves the systematic assessment of employee performance.					**CO1 CO2 CO3 CO4**	**L1**
		II	Career development is concerned only with an employee's present job.						
		III	Management Development Programme primarily focuses on developing managerial capabilities.						
		IV	Succession planning prepares employees for future positions and responsibilities.						
		V	Ethical performance appraisal promotes unfair treatment of employees.						
		VI	Training needs assessment helps identify gaps between current and desired performance.						
		VII	Organisational analysis is concerned only with individual employee performance.						
Q. 2		**Attempt the following.**					**[15]**	**CO's**	**KL's**
	(a)	Explain the concept and scope of training in an organization.					**[08]**	**CO1**	**KL2**
	(b)	Illustrate the need and importance of career development in an organization					**[07]**	**CO2**	**KL3**
		OR							
	(c)	Differentiate between On-the-Job Training and Off-the-Job Training methods.					**[08]**	**CO1**	**KL2**
	(d)	Explain the purpose and importance of employee counseling in organizational development.					**[07]**	**CO2**	**KL3**
Q. 3		**Attempt the following.**					**[15]**	**CO's**	**KL's**
	(a)	Analyze the relationship between performance measurement and ethical considerations in the appraisal process.					**[08]**	**CO3**	**KL4**
	(b)	Evaluate the role of Artificial Intelligence in identifying skill gaps and improving training outcomes.					**[07]**	**CO4**	**KL5**
		OR							
	(c)	Analyze the concept and need of Management Development Programmes (MDP) in developing managerial competencies and organizational effectiveness.					**[08]**	**CO3**	**KL4**
	(d)	Evaluate the effectiveness of Management Development Programmes in enhancing managerial competencies and organizational performance.					**[07]**	**CO4**	**KL5**

Q. 4		**Attempt the following Case study.**	[15]	CO's	KL's
		In 2024, the Tata Group, in collaboration with the Ministry of Skill Development and Entrepreneurship (MSDE), launched the Tata Indian Institute of Skills (TIIS) in Mumbai to prepare students for Industry 4.0 jobs. The institute offers training in Artificial Intelligence (AI), Robotics, Electric Vehicles (EVs), Automation, and Advanced Manufacturing. Before designing the programmes, Tata conducted a Training Needs Analysis (TNA) by consulting industries and employers to identify the skills required in the job market. Based on the findings, the institute developed practical training programmes that include classroom learning, hands-on laboratory sessions, internships, and soft skills development. The effectiveness of the training is measured through assessments, certifications, and placement outcomes, helping students become industry-ready professionals. **Questions (05 Marks Each):** A) Evaluate the importance of conducting Training Needs Analysis (Person, Task and Organisation Analysis) before designing the training programme at Tata Indian Institute of Skills. B) Design a suitable training programme for students enrolling in the Electric Vehicle (EV) Technology course at Tata Indian Institute of Skills. C) Recommend five innovative training methods that Tata Indian Institute of Skills can adopt to improve learner engagement and employability. Justify your recommendations		CO2, CO3	KL5, KL6

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