

# NEP - Semester End Examination – October 2025

**Program:** S.Y.B.COM (MS) III **Course:** Training and Development

**Program Code:** UGMS02 **Course Code:** NUMS307

**Duration:** 2 Hour

**Max. Marks:** 60

**Instructions:**

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.

Q. 1	Attempt the following.	[15]	Course Outcome	Knowledge Level
(a)	Fill in the blanks with an appropriate answer from the alternatives given.	[08]	CO1	L1
	I) _____ is a key feature of corporate training.			
	a. Budget	b. Market		
	c. Prerequisites	d. Finance		
	II) _____ is a step in the training process.			
	a. Identification	b. Sales		
	c. Marketing	d. Accounting		
	III) _____ analysis is used to identify training needs.			
	a. Person	b. Market		
	c. Product	d. Profit		
	IV) _____ a key focus of human performance improvement.			
	a. Profit	b. Operations		
	c. Development	d. Marketing		
	V) _____ determines strategic training needs.			
	a. Manager	b. Shareholder		
	c. Customer	d. Consultant		
	VI) _____ technology plays a role in training and development.			
	a. Robotics	b. Artificial Intelligence		

		c. Virtual Reality	d. Augmented Reality			
	VII)	_____ is a new trend in training and development.				
		a. Leadership	b. Teamwork			
		c. Talent Management	d. Communication			
	VIII)	_____ is a part of Career Development.				
		a. Product management	b. Inventory control			
		c. Succession planning	d. Financial auditing			
	(b)	State whether the following statements are true or false.		[07]		
	I)	One of the features of development is Human Performance Improvement.				
	II)	Counselling techniques are used with reference to the development of employees, but not society or the organization.				
	III)	The final step in the process of Management Development is evaluation.				
	IV)	Designing an effective training program does not require a Needs Assessment.				
	V)	Artificial Intelligence (AI) has no role in training and development.				
	VI)	"Needs Assessment" is a component of designing an effective training program.				
	VII)	"Person Analysis" is a criterion for identifying training needs.				
Q. 2		Attempt any TWO of the following.		[15]	Course Outcome	Knowledge Level
	(a)	Define Training and its importance.		[08]	CO1	L1
	(b)	Explain the purpose and importance of employee counseling in an organization.		[07]	CO2	L2
		OR				
	(c)	Define the concept of training and list its objectives.		[08]	CO1	L1
	(d)	Explain the importance of Management Development Program.		[07]	CO2	L2

<b>Q. 3</b>	<b>Attempt any TWO of the following.</b>	<b>[15]</b>	<b>Course Outcome</b>	<b>Knowledge Level</b>
(a)	Evaluate the effectiveness of using artificial intelligence to identify and close skill gaps in comparison to traditional methods.	[08]	CO3	L5
(b)	Analyze the relationship between performance measurement, the pitfalls of appraisal, and the ethical considerations involved in the appraisal process.	[07]	CO4	L4
	<b>OR</b>			
(c)	Evaluate the effectiveness of a succession planning process that only focuses on high-potential employees.	[08]	CO3	L5
(d)	Differentiate between on-the-job training and off-the-job training methods.	[07]	CO4	L4
<b>Q. 4</b>	<b>Analyse the Case Study and answer the following question</b>	<b>[15]</b>	<b>Course Outcome</b>	<b>Knowledge Level</b>
	<p><b>Training at a Tech Startup:</b> A small tech startup, "Innovate Solutions," is experiencing rapid growth but faces challenges with employee technical skills and collaboration. Many new hires have a strong theoretical background but lack practical application and experience working in a fast-paced, agile environment. This has led to delays in project completion and a decrease in code quality. The company's management recognizes that a structured training and development program is essential to scale operations effectively.</p> <p><b>Questions:</b></p> <p>(a) How would you apply the concept of "job rotation" to improve employee skills and collaboration at Innovate Solutions?</p> <p>(b) Analyze why a blended learning approach (combining online modules with in-person workshops) would be an effective training strategy for Innovate Solutions.</p> <p>(c) Develop a new on-the-job training program for "Innovate Solutions" that specifically addresses the practical application of skills in their fast-paced, agile environment.</p>	<p>[05]</p> <p>[05]</p> <p>[05]</p>	CO4	L3, L4, L6