

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]		
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					

CO1 L1

		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.				CO1 L1	
	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	
	(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	

Q. 3	Attempt any TWO of the following.	[15]	Course Outcome	Knowledge Level
	(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	
	OR			
	(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	
Q. 4	Analyse the Case Study and answer the following question	[15]	Course Outcome	Knowledge Level
	<p>Training at a Tech Startup: 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>Questions:</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>		CO4	L3, L4, L6
		[05]		
		[05]		
		[05]		