


Name:			
Enrolment No:			
<p style="text-align: center;">UPES End Semester Examination, May 2025</p> <p>Course: Training and Development Semester: IV Program: BBA ALL Course Code: HRES2002</p> <p style="text-align: right;">Time: 03 hrs. Max. Marks: 100</p>			
Instructions:			
SECTION A 10Qx2M=20Marks			
S. No.		Marks	CO
Q 1	Development is similar to training, except it tends to be more future-focused. a) True b) False	2	CO1
Q 2	Which of the following correctly represents the steps in ADDIE model? a) attitude, development, discovery, international, evaluation b) anticipatory, delightful, discovery, internal, educational c) analysis, design, development, implementation, and evaluation d) artistic, design, discovery, digital, implementation, educational	2	CO1
Q 3	Instructional System Design is- a) a process for designing and developing training programs b) a process for designing systems c) instructions given by the system d) designs generated by algorithms-based systems	2	CO1
Q 4	Formation of human capital is not one of the outcomes of trainings a) True b) False	2	CO1
Q 5	Which of the following is more difficult to codify? a) Explicit knowledge b) Tacit knowledge	2	CO1
Q 6	Which of the following is a major aspect of T&D needs assessment? a) Person Analysis b) Situational Analysis c) Competitor Analysis	2	CO1
Q 7	Training provides a means to solve all the problems faced by an organization a) True	2	CO1

	b) False		
Q 8	_____ refers to trainees effectively and continually applying what they have learned in training to their jobs a) Generalization b) Application c) Transfer of training d) Implementation	2	CO1
Q 9	_____ is a person's judgment about whether he or she can successfully learn knowledge and skills a) Self-confidence b) Conscientiousness c) Self-efficacy d) Organizational Citizenship Behaviour	2	CO1
Q 10	Which of the following correctly presents the three phases of program design? a) Pre-training, Learning event, Post-training b) Planning, Implementing, Evaluating c) Presentation, Approval, Evaluation d) Funding, Evaluating, Feedback	2	CO1
SECTION B 4Qx5M= 20 Marks			
Q 1	Discuss the difference between Training and Development.	5	CO2
Q 2	Discuss the different ways in which training contributes to an organization's success. Or Discuss any two learning styles: a) Visual b) Auditory c) Kinesthetic d) Reading	5	CO2
Q 3	Discuss the steps in ADDIE model. Or What is Strategic Training and Development. Why is it important?	5	CO2
Q 4	What are non-training solutions? When is it appropriate to use them? Discuss giving examples.	5	CO2

	<p>Or</p> <p>It is important for the training specialist to understand the different learning styles of the participants- discuss.</p>		
<p align="center">SECTION-C 3Qx10M=30 Marks</p>			
Q 1	As the new L&D Manager in a global company with budget cuts, tech changes, low trust, and an urgent product launch, you must quickly assess training needs. Regional offices want local solutions; headquarters demands global consistency. Considering the situation and constraints outlined above, discuss how you would carry out a training needs analysis, identify potential challenges, and suggest strategies to address them.	10	CO3
Q 2	You're designing a training program for a company with employees ranging from young professionals to senior managers. Previous efforts failed due to irrelevance and lack of motivation. In what ways could Adult Learning Theory be applied to make the training more engaging and relevant for experienced employees?	10	CO3
Q 3	You are tasked with evaluating a newly launched leadership development program in a large organization. Leadership expects clear insights into the program's effectiveness. How can Kirkpatrick's Model of Training Evaluation be applied to assess the impact of the program, and what potential challenges might emerge when evaluating each of its levels?	10	CO3
<p align="center">SECTION-D 2Qx15M= 30 Marks</p>			
	<p>EcoTech Solutions, a rapidly expanding tech firm specializing in eco-friendly products, has recently experienced challenges in training its diverse workforce. The company recognizes the need to continuously upgrade employee skills to keep up with technological advancements and to foster a collaborative work culture. However, EcoTech is facing issues in ensuring the effectiveness of its training programs, especially given the varying needs and preferences of its employees.</p> <p>Challenges:</p> <ul style="list-style-type: none"> The existing training programs are not fully engaging all employees, leading to inconsistent results across departments. Employees express concerns about the relevance of the content to their roles, with some feeling the material is too basic while others find it overwhelming. 		

	<ul style="list-style-type: none"> The HR team is unsure how to assess the effectiveness of the training or measure its impact on employee performance and business outcomes. 		
Q 1	Based on the case, what steps should EcoTech take to design an effective training program? Discuss how they should conduct a needs assessment and set clear training objectives.	15	CO4
Q 2	How can EcoTech measure the effectiveness of its training programs?	15	CO4