



Name:

Enrolment No:

**UNIVERSITY OF PETROLEUM AND ENERGY STUDIES**  
**End Semester Examination, December 2022**

**Course: Labour Legislation**

**Semester: III**

**Program: MBA (HRM Spl)**

**Course Code: HRES8006**

**Time : 03 hrs.**

**Max. Marks: 100**

**Instructions: All questions are compulsory.**

**SECTION A**  
**10Qx2M=20Marks**

S. No.	Describe the various terms mentioned below.	Marks	CO
Q 1	Human Capital	2	CO1
Q 2	Simulations	2	CO2
Q 3	Cognitive strategies	2	CO2
Q 4	Motor skills	2	CO3
Q 5	Social capital	2	CO2
Q 6	In-house consultants	2	CO4
Q 7	Task analysis	2	CO3
Q 8	Conflict avoidance	2	CO2
Q 9	Surveys	2	CO4
Q 10	Blended Learning	2	CO2

**SECTION B**  
**4Qx5M= 20 Marks**

Q 1	What are the various goals of training and development.	5	CO3
Q 2	What are the different generations are represented in the workforce.	5	CO2
Q 3	What is organizational development? Describe Kurt Lewin's change management model.	5	CO4
Q 4	What is the role of business strategies in training and development?	5	CO3

**SECTION-C**  
**3Qx10M=30 Marks**

Q 1	What is organization's asset? Describe the various organizational assets.	10	CO4
Q 2	Write a note on "Why need assessment is essential?"	10	CO3
Q3	What is transfer of training? Describe the model of learning and transfer of training.	10	CO3

**SECTION-D**  
**2Qx15M= 30 Marks**

Q 1	What is strategic training? Describe the strategic training and development process.	<b>15</b>	<b>CO3</b>
Q 2	What is Kirkpatrick model of training effectiveness? Describe the reasons and methods for evaluating training and development programs.	<b>15</b>	<b>CO4</b>