



Reg. No. :

Name :

Second Semester M.A. Degree Examination, July 2013
PERSONNEL MANAGEMENT

PM 2.2.2 : Human Resource Management – Training and Development

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** of the following. **All** questions carry **equal** marks. **Each** answer **not** to exceed **300** words.

1. Distinguish between intelligence and skill.
2. List out the principles of learning.
3. Mention the importance of training and development in organizations.
4. How is need for training assessed in organizations ?
5. Distinguish between performance appraisal and potential appraisal.
6. What are the merits and demerits of MBO ?
7. Make a distinction between career planning and succession planning.
8. What is career counseling ? How is it done ? (5×6=30 Marks)

PART – B

Answer **any three** of the following. **All** questions carry **equal** marks. **Each** answer **not** to exceed **1500** words.

9. Explain the psychological process in learning.



10. Make a detailed comparison of the different performance appraisal methods used for managers and workers.
11. Critically analyze the benefits of various training and development methods used in manufacturing organizations.
12. How is feedback on training obtained ? Explain the significance of cost-value assessment in training.
13. Explain the principles and methods of promotion and transfer in organizations.

(3×15=45 Marks)

PART - A

All questions carry equal marks. Each answer

not to exceed 200 words.

1. Distinguish between intelligence and skill.

2. Explain the principles of learning.

3. Explain the importance of training and development in organizations.

4. How is feedback on training assessed in organizations ?

5. Distinguish between performance appraisal and potential appraisal.

6. What are the merits and demerits of MBO ?

7. Make a distinction between career planning and succession planning.

8. What is career counseling ? How is it done ? (3×5=15 Marks)

PART - B

Answer any three of the following. All questions carry equal marks. Each answer

not to exceed 1500 words.

9. Explain the psychological process in learning.

P.T.O.