



Reg. No. :

Name :

**Second Semester M.A. Degree Examination, August 2011
PERSONNEL MANAGEMENT
PM 2.2.2 : HRM – Training and Development**

Time : 3 Hours

Max. Marks : 75

PART – A

Answer **any five** questions. All questions carry **equal** marks. Answers need **not** exceed **300** words. **(5×6=30 Marks)**

1. Discuss the principles of learning.
2. Discuss conditioning theory and its inadequacy to explain human learning.
3. Discuss training need identification techniques.
4. Discuss the different training methods.
5. Discuss the training implications of performance appraisal and potential appraisal.
6. Discuss sensitivity training.
7. Discuss the merits and drawbacks of case method.
8. Differentiate training and development.

PART – B

Answer **any three** questions. All questions carry **equal** marks. Answers need **not** exceed **1500** words. **(3×15=45 Marks)**

9. Discuss the various levels of training evaluation.
 10. Discuss the costs associated with training and also the cost of no training.
 11. Discuss learning plateau as a learning principle with implications for trainer intervention.
 12. Discuss training with special relevance to the inter linkages with other HR functions.
 13. Discuss the relevance of training programs in developing appropriate organizational climates.
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