



Reg. No. :

Name :

**Second Semester M.A. Degree Examination, July 2012
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. Differentiate training and learning.
2. Discuss training as higher order conditioning.
3. Discuss the three broad steps in training.
4. Discuss any one training method in detail.
5. Discuss the inter linkage between training, performance appraisal and potential appraisal.
6. Discuss the role of counseling vis a vis training.
7. Discuss the merits and drawbacks of the lecture model as a training method.
8. Differentiate training need analysis and training evaluation.

PART – B

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

9. Discuss the Kirkpatrick model of training evaluation.
10. Discuss the costs and benefits of training.
11. Discuss reinforcement as a learning principle with implications for trainer intervention.
12. Discuss Training with special relevance to the inter linkages with functions other than the HR function.
13. Discuss the relevance of training programs in achieving organizational performance.