

Second Semester M.A. Examination, June 2007**PERSONNEL MANAGEMENT****2.2.2 : Human Resource Management - Training and Development**

Time: 3 Hours

Max. Marks: 75

PART – A**(6×5=30 Marks)**

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

1. What are the advantages and disadvantages of the case method as a training technique ?
2. What is the relevance of training need identification ?
3. Differentiate training and development.
4. How is the HRD concept different from other approaches to Personnel Management ?
5. Discuss 360 degree approach to Performance appraisal.
6. Discuss training evaluation.
7. Discuss the simulation method in training.
8. Discuss the phenomena 'learning plateau' and its relevance for training professionals.

PART – B**(3×15=45 Marks)**

Answer **any three** questions. Each in about **1500** words.

9. Identify the skills required and elaborate on identifying the training need for a bunch of like insurance advisors/agents.
10. Discuss Management by Objectives from the Performance Management point of view.
11. What does sensitivity training aim to achieve ? Discuss some situations where it becomes appropriate.
12. What are the principles of counseling and how can it be integrated into the overall developmental objective of the organization ?
13. What are the advantages of off the Job training method ? Discuss some situations where it becomes appropriate.