

TILAK MAHARASHTRA VIDYAPEETH, PUNE
BACHELOR OF BUSINESS ADMINISTRATION (B.B.A.)

EXAMINATION: MAY- 2025

SEMESTER - VI

Sub.: Training & Development (BBA15-HR-614)

Date : 24/05/2025	Total Marks : 60	Time: 10.00 am to 12.30pm
--------------------------	-------------------------	----------------------------------

- Instructions:** 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Choose the most appropriate option. (05)

- What is a mentor's role in employee development?
 - To punish employees for mistakes
 - To provide guidance, support, and knowledge
 - To monitor employee attendance
 - To reduce training expenses
- Which training method is best suited for leadership development?
 - Lecture-based training
 - Role-playing and coaching
 - Physical labor training
 - Watching training videos only
- A performance appraisal is used to:
 - Fire employees who perform poorly
 - Assess employee performance and training needs
 - Make employees work overtime
 - Reduce the company's training budget
- Which of the following is an example of informal training?
 - Online certification course
 - Coaching from a senior employee
 - University degree program
 - Instructor-led classroom training
- What is the main benefit of employee development programs?
 - They increase employee productivity and career growth
 - They replace regular job responsibilities
 - They make employees work longer hours
 - They only benefit the employer

Q. 2. State True / False (05)

- Mentoring and coaching are the same thing.
 - True
 - False
- On-the-job training is always the best training method.
 - True
 - False
- Blended learning combines both online and face-to-face training methods.
 - True
 - False
- Leadership training is only for senior management.
 - True
 - False
- Technical training focuses on improving an employee's job-specific skills.
 - True
 - False

Q. 3. Write Short notes on (Any Three) (15)

- Competency-based training program
- Post-training support
- Trainers training
- Skills of a trainer
- Training evaluation

Q. 4. Answer in detail (Any Two) (20)

1. What are the key differences between training, education, and development in an organizational setting?
2. What is the purpose of a training needs assessment in an organization?
3. Why do organizations choose to outsource training instead of using internal trainers?
4. Why is it important to align training and development programs with organizational goals?

Q. 5. Case study (15)

Mr. Amit, the HR Manager of Zenith Pvt. Ltd., faced a serious concern—employees were leaving the company immediately after completing their training program. This unexpected turnover had become a recurring issue, leading to wasted resources, disrupted workflows, and increased hiring costs. Despite efforts to retain talent, the pattern persisted, affecting overall productivity and morale. The most troubling part was that the exact reason for these resignations remained unclear.

Question :

1. What are the primary reasons employees are leaving after completing the training program?
2. You as a manager, how will you tackle this situation?
3. Title the situation
