

2010

METHODOLOGY OF TRAINING AND
DEVELOPMENT PLANNING

FIFTH PAPER

Full Marks : 100

Time : 3 hours

*The figures in the margin indicate full marks
for the questions*

1. Attempt any five questions (each answer should be within 100 words) : 5×5=25
 - (a) "Education and training are the essential processes of organisation development." Explain with examples.
 - (b) How is training need assessed? Discuss the processes of designing a training programme.
 - (c) Focus on learning is an essential condition for success of training. Discuss.
 - (d) Write a brief note on lesson planning and its delivery.
 - (e) Describe the steps in developing psychology of learning and learner's motivation.

- (f) Prepare the module of a training programme of your choice. Mention the elements.
2. Attempt any *three* questions (each answer should be within 200 words) : $10 \times 3 = 30$
- (a) Discuss the essential outcome of training. How is training effectiveness assessed?
 - (b) Discuss how training has assumed professional dimension in recent times in India.
 - (c) Write a brief note on training methods and techniques.
 - (d) Discuss the role of training in career development.
3. Attempt any *three* questions (each answer should be within 300 words) : $15 \times 3 = 45$
- (a) Discuss the main features of Performance Appraisal. How does performance appraisal promote development of individual and organisation?
 - (b) Outline the major forms of Performance Appraisal. Mention their advantages and disadvantages.

- (c) Enumerate the steps in developing a new appraisal system and discuss the conditions for successful implementations.
- (d) "Self-appraisal is the best form of appraisal." Elaborate.
- (e) Define Performance Counselling. Outline the roles played by counsellor and counselee.
- (f) Discuss the role played by employee participation in the success of Performance Appraisal.

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