



PRESIDENCY UNIVERSITY

BENGALURU

Roll No.														
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End - Term Examinations – MAY/ JUNE 2025

Date: 04-06-2025

Time: 01:00 pm – 04:00 pm

School: SOM UG	Program: BBA AVIATION	
Course Code: BBA3088	Course Name: Training and Development	
Semester: IV	Max Marks: 100	Weightage: 50%

CO - Levels	C01	C02	C03	C04	C05
Marks	11	28	33	28	

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Do not write anything on the question paper other than roll number.

Part A

Answer ALL the Questions. Each question carries 2 marks.

10Q x 2M=20M

1.	Recall the main objective of training and development.	2 Marks	L1	C01
2.	Define the System Model of training in one sentence with vivid example.	2 Marks	L1	C02
3.	List the key components of a training program.	2 Marks	L1	C01
4.	Identify the difference between training and development	2 Marks	L1	C03
5.	Recall the steps of the ADDIE model in training.	2 Marks	L1	C02
6.	Define career planning.	2 Marks	L1	C04
7.	Name any two training methods.	2 Marks	L1	C02
8.	Define off-the-job training. Give one example of off-the-job training	2 Marks	L1	C03
9.	Mention any two stages of the training process.	2 Marks	L1	C02
10.	What is the purpose of using assessment methods in TNA?	2 Marks	L1	C04

Part B

Answer ALL the Questions. Each question carries 7 Marks.

Total Marks 35M

11.	a.	Can you explain the challenges faced by training and development professionals in a manufacturing organization?	07 Marks	L2	CO4
Or					
12.	a.	"Explain how technology contributes to the effectiveness of the training function. Provide examples to support your explanation."	07 Marks	L2	CO1

13.	a.	Assume you are a corporate trainer. Illustrate how you would apply different trainer responsibilities to deliver an engaging and result-driven session on conflict resolution.	07 Marks	L2	CO1
Or					
14.	a.	"Explain how employees' training needs analysis is conducted in organizations. Describe one approach used in this process and provide an example."	07 Marks	L2	CO1

15.	a.	Discuss how the System Model emphasizes the importance of interaction between subsystems. How does this impact the overall performance of a larger system?	07 Marks	L2	CO2
Or					
16.	a.	"Explain the concept of Training Need Analysis in an organization and describe its benefits."	07 Marks	L2	CO2

17.	a.	Explain the five phases of the ADDIE Model (Analysis, Design, Development, Implementation, Evaluation) in detail. How does each phase contribute to the overall instructional design process?	07 Marks	L2	CO2
Or					
18.	a.	The Indian automobile sector is growing at a rate of about 16% per annum and is now going to be a second fastest growing automobile market in the world. Discuss scenario of training and development in this sector.	07 Marks	L2	CO2

19.	a.	Explain the differences between training and development in the context of employee growth. Why is it important for organizations to understand this distinction?	07 Marks	L2	CO4
Or					
20.	a.	Describe any two strategic training development initiatives and explain how they contribute to long-term organizational goals.	07 Marks	L2	CO2

Part C

Answer any Three Questions. Each question carries 15 marks

3Q x 15M=45M

21.	a.	You're assigned to develop a training program for a banking organization. Apply your knowledge of various training models to design a comprehensive training structure, justifying your choice of model(s).	15 Marks	L3	CO1
22.	a.	A traditional media company is transitioning to digital platforms. Apply the Transitional Model to support employees through this shift with a targeted training plan	15 Marks	L3	CO1
23.	a.	Discuss the types of business strategies and how each can affect the design of training programs.	15 Marks	L3	CO2
24.	a.	Imagine you are the HR manager of a fast-growing tech startup. Apply the concept of training need assessment to identify three training areas that would support organizational growth. Justify your choices using appropriate assessment methods.	15 Marks	L3	CO2