

Roll No. :

Total No. of Questions : 7]

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B.B.A. (Part-III) Examination, 2023

TRAINING AND DEVELOPMENT AND

LEADERSHIP

Paper - BBA-605-HRM

Time : 3 Hours]

[Maximum Marks : 70

Section-A

(Marks : 2 × 10 = 20)

Note :- All the *ten* questions are compulsory. Each question is to be attempted in around **50** words. Each question carries **2** marks.

Section-B

(Marks : 10 × 3 = 30)

Note :- Answer any *three* questions out of five. Each question is to be attempted in around **500** words. Each question carries **10** marks.

Section-C

(Marks : 20 × 1 = 20)

Note :- *One* question based on case study is compulsory and carries **20** marks.

Section-A

1. (i) There is a view that training is the waste of money. Discuss.
- (ii) Is the training function qualitative in nature ? Discuss.
- (iii) What are the drawbacks of lecture method of learning ?
- (iv) Why leadership is important in Management ?
- (v) What is autocratic style of leadership ?

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- (vi) Define Team.
- (vii) What is Cognitive Learning ?
- (viii) What is Feedback ?
- (ix) What is Facilities Planning ?
- (x) What is Grid Training ?

Section-B

2. Explain the following :
 - (a) Role play method. What are the guidelines for an effective role play method ?
 - (b) T-Group Training.
3. What are the roles and responsibilities of a Training Managers ? Also explain the challenges faced by a training manager in an organisation.
4. Explain the following :
 - (a) Training aids and their importance
 - (b) Training pedagogy
5. What are the approaches of leadership and how is it beneficial for team performance in effective way ?
6. Explain the following :
 - (a) Attributes of an effective leader
 - (b) Leadership skills and tactics

Section-C

7. Mr. Nand Kishore has been working with the Frontline Confectioners Ltd., popularly known as biscuit and chocolate company for last 10 years. The company had started with small business covering two main places in Rajasthan. It acquired new machinery and know-how and expanded considerably during the last three years. Mr. Nand Kishore has contributed a lot in the company as the chief sales supervision and now company has retail outlets in all cities of Rajasthan.

Last year, the top management of the company created a new post of market research officer under the marketing manager. The market research officer had devise new sales promotion methods and study the behaviour of consumers.

Mr. Nand Kishore who had obtained a diploma in business management was recommended for the above Job.

Mr. Nand Kishore was happy to be promoted as Marketing Research Officer, but missed his old job where he had control over a strong sales force of about 150 persons. The new job has only desk work and no travelling. After a week, he submitted a report to the marketing manager who told him that he will have to learn much more about report writing to succeed in the new job ?

Mr. Nand Kishore thought that he would be better off in his old job. If he tells to the management he might be considered a failure. Therefore, he kept quiet.

Questions :

- (i) Analyse the problem in the above case.
- (ii) Can the dilemma of Mr. Nand Kishore be attributed to the absence of any career development plan in the company ?
- (iii) As human resource manager, what advice would you offer to the marketing manager and Mr. Nand Kishore ?