



DOON UNIVERSITY, DEHRADUN
Mid Term Examination, Third Semester, 2014
School of Management

Course: MMS 530, Training & Development

Time Allowed: 90 Minutes

Maximum Marks: 30

SECTION: A

I. Multiple Choice Questions:

*(1*5=5Marks)*

1. Training brings change in
 - a) Ability
 - b) Behaviour
 - c) Absenteeism
 - d) Skill

2. Training is a:
 - a. Short term process
 - b. Long term process
 - c. Continuous process
 - d. Reactive process

3. KSA in training refers to:
 - a) Knowledge, Strength, Aptitude
 - b) Knowledge, Skill, Aptitude
 - c) Knowledge, Skill, Attitude
 - d) Knowledge, Skill, Ability

4. The operant conditioning theory of learning is given by
 - a) B.F. Skinner
 - b) Ivan Pavlov
 - c) Henry Fayol
 - d) Albert Bandura

5. Classical Conditioning Theory of learning is given by
 - a) Ivan Pavlov
 - b) Peter Drucker
 - c) Irwin Pavlov
 - d) Max Weber

SECTION B

II. Attempt all questions in about 25 words each.

*(Marks: 3*5=15)*

1. Differentiate between training and development.
2. What is the importance of learning in training?
3. What is repetition in learning?
4. What is the basic principle of operant conditioning theory of learning?
5. What is the purpose of training in organizations?

SECTION C

III. Attempt any one question:

(Marks: 1*10=10)

1. Define learning. What are the principles of effective learning?
2. What are the opportunities and challenges in training? Give examples to support your answer.