

B.S.W. (Honours) Semester -VI Examination 2015

Course : SWC-26

(Social Work Personnel : Training and Development)

Time : Three Hours

Full Marks : 80

Questions are of value as indicated in the margin.

Answer **any five** questions.

1. What do you mean by training? How are the training needs revitalized at the Individual, Occupational and Organizational levels? How does training meet the gaps in knowledge, skills and abilities of the employees?
2+8+6=16
 2. What is training design? How does training design help in the development of training module? How is it important to impart training to different levels of personnels in an organisation?
5+5+6=16
 3. Bring out the Essence, Advantages and Disadvantages of "Training Need Assessment Survey".
6+5+5=16
 4. How is learning involved in training? What are its various types? Specify the role of learning in imparting executive and supervisory level training?
4+7+5=16
 5. Highlight the relationship between knowledge and development? Mention the limitations of training and development?
8+8=16
 6. Underline the essence of evaluation in training process! How does evaluation helps in increasing employee performance and reducing their annual turnover in the organization?
8+8=16
 7. Define the objectives, importance and methods of training. How does training and development impact the field of Personnel Management and Industrial Relations?
8+8=16
 8. Write short notes on **any two** of the following :
8+8=16
 - (a) Rank and File Job
 - (b) Elements of Development
 - (c) Demerits of Executive training
 - (d) Significance of Education in Training
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