

Seat Number of Candidate: \_\_\_\_\_ MBA++/304E/24052013  
UNIVERSITY OF PUNE, DEPARTMENT OF MANAGEMENT SCIENCES (PUMBA)  
MBA++, TRIMESTER III, EXTERNAL EXAMINATION-2013  
304 E TRAINING AND DEVELOPMENT

Time: 3 hours

MM: 50 marks

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**Note – Answer any four questions. All questions carry equal marks.**

- Q1. Explain: (1) The basic learning process and (2) difference between tacit and explicit knowledge.
- Q2. What are the main training needs assessment methods? Which one would you recommend to a fast growing gazelle organization?
- Q3. What are the factors that influence the transfer of training to workplace and the 'transfer distance'? What steps would you suggest for marked improvement in both the aspects?
- Q4. "Executive development cannot be a crash programme as individual capacity and skills requirements vary widely" – Comment.
- Q5. Explain with examples the factors that suppress creativity. What steps you would suggest to turn every firm into an 'idea factory'?
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