

Seat No. \_\_\_\_\_

University of Pune  
Department of Management Sciences (PUMBA)  
Executive MBA

2<sup>nd</sup> Year (Semester – III) External Exam Nov. 2013

**304(C)- Training, Development & Performance Management**

**Time: 2hrs.**

**Marks: 50**

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***Instructions:***

- All questions are compulsory
- Ensure that your answers are specific and up to the mark

**Q.1. Attempt any four questions. (8 Marks each 8X 4= 32)**

- a) What is training and development? What is Distinction between Education, training & development? And explain the crucial role of training and development in individual and organizational performance.
- b) Define performance Management systems. And explain Distinction amongst Performance Coaching and Performance appraisal and Performance management
- c) Illustrate the significance and steps of goal setting in performance management.
- d) What is the significance of training and development in the modern organizations with special reference to cultural diversity and globalization? Support your answer with examples.
- e) Discuss the processes of training need analysis in details.
- f) Explain various causes of failure of Performance Appraisal.

**Q.2 Write Short Notes on the following. (Attempt any 3 6 X 3 = 18)**

- a) Learning organization.
- b) Feedback mechanism in the organization.
- c) 360 degree appraisal.
- d) Competency mapping.
- e) Learning Styles
- f) Pay for Performance