

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

304 (C) : Training, Development & Performance Management

Max. Marks : 50

Time : 2 ½ Hours

Instructions : Attempt any five. All questions carry equal marks.

1. Define the term 'Training'. Explain how employee training and development initiatives fit into managing the modern day organizational challenges.
2. Define ADDIE model of managing training process in brief. Explain the significance and sources of Need analysis in ADDIE framework.
3. What are the different barriers to transfer of learning on the job? How can an organization minimize the impact of these barriers?
4. Define and explain the SMART framework of goal setting in performance management system. How would you apply this framework to a Sales Executive in a Pharma industry?
5. Identify the essential factors to be considered while giving performance feedback.
6. Explain any one type of performance appraisal process in detail.
7. Write short notes on any two of the following:
 - a. KIRKPATRICK model of training evaluation
 - b. Competencies of an effective trainer
 - c. Performance Coaching
 - d. Adult Learning Principles
