23BAT202 – HUMAN RESOURCE MANAGEMENT

QUESTION BANK

UNIT III

2Marks

1. What is on-the-job training?
2. Define off-the-job training.
3. State any two purposes of employee training.
4. Mention two benefits of training to an organization.
5. What do you understand by the term "training resistance"?
6. What is classroom training?
7. Name any two simulation-based training methods.
8. What is vestibule training?
9. Define job rotation as a training method.
10. What do you understand by apprenticeship training?
11. Mention two purposes of employee training programs.
12. List two advantages of on-the-job training.
13. State any two internal training methods.
14. Give two reasons for conducting training need analysis.
15. What is meant by training evaluation?
16. Differentiate between on-the-job and off-the-job training methods.
17. How does training improve employee performance?
18. How does training contribute to employee satisfaction?
19. Suggest two ways to overcome resistance to training.
20. What is meant by executive development?
21. List any two common practices used in executive development programs.
22. State one benefit of executive development to an organization.
23. Define self-development.
24. What is knowledge management?
25. Explain how self-development contributes to career growth.
26. Mention two benefits of knowledge management in an organization.
27. How do mentoring and coaching help in executive development?
28. What role does knowledge management play in improving decision-making?

13 Marks

29. Discuss the significance of aligning training methods with organizational goals. Explain with suitable examples the different types of training methods, their purpose, key benefits, and how resistance can impact the success of training programs. Recommend measures to reduce resistance.
30. Examine the role of modern training methods such as e-learning, simulation, and mentoring in today's organizational context. Compare them with traditional methods and evaluate how organizations can effectively address resistance to new training models.
31. Critically analyze how different types of training methods (on-the-job, off-the-job, and experiential) contribute to skill enhancement and employee retention. Include examples and evaluate which method is best suited for various job roles.

32. "Executive development is key to organizational sustainability and leadership pipeline development." Examine this statement in light of various executive development practices, benefits to the organization and individuals, and the role of self-development in managerial effectiveness.

33. Discuss how organizations design and implement executive development programs. Analyze the common practices, challenges, expected outcomes, and the significance of integrating knowledge management in leadership development.

34. Evaluate the relationship between self-development, executive development, and knowledge management.

35. Explain how a training program should be designed by taking into account employee needs, organizational goals, and potential resistance.
    Support your answer with a step-by-step framework and practical considerations.

36. "With the help of examples, discuss the benefits and challenges of implementing executive development programs in medium-sized enterprises. Suggest actionable strategies for effective implementation.

37. Examine the role of knowledge management in shaping a high-performance executive team. How can companies build a culture of learning and knowledge sharing among senior leadership?