

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.)–201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2019 -21)

MID TERM EXAMINATIONS (TERM -IV)

Academic Session- 2020-21

Subject Name : Learning & Development
Sub. Code: PGH02

Time: 01.30 hrs
Max Marks: 20

Note:

- 1. Writing anything except Roll Number on question paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. All questions are compulsory in Section A, B & C. Section A carries 1 Case Study of 8 marks. Section B carries 3 questions of 2 marks each and Section C carries 2 questions of 3 marks each.**

SECTION - A04+04 = 08 Marks

Q. 1: Case Study: Engaging Senior Management

Proper training is one of the most important tools in maintaining a successful OHS program. Without training, all the company's policies & procedures are just words on paper. Unfortunately, not everyone feels the same way. Safety training can often be viewed as a burden to the employer, and in many cases, will only be done because they have to do it. How often have you heard the phrase, "we just don't have time to do it"? On the list of priorities, it's often near the bottom, but when it comes to cutbacks, it's always near the top. Getting everyone to do the training can sometimes feel daunting, and getting all the managers engaged is not always easy.

- In what ways should Senior Management be involved in your safety program?
- If senior management thinks safety training is a waste of time, what key points could you present to convince them otherwise?

SECTION - B02×03 = 06 Marks

Q. 2: Millennial employees have unique training needs and prefer different learning formats than peers of other generations. What is your opinion on given statement?

Q. 3: What is purpose of learning and development department in organizations?

Q. 4: What is your plan for developing the new competencies in employees as an HR manager in organization?

SECTION - C03×02 = 06 Marks

Q.5. Do you think that every organization should have an L&D department? Justify your answer with reason.

Q. 6. In a 2019 report, the Society for Human Resource Management found that employers are having difficulty recruiting candidates with soft skills. What will be your strategies as an HR person in organization?

Note: Font: Times New Roman, Font size: 12.