**JAIPURIA INSTITUTE OF MANAGEMENT, INDORE**

**PGDM**

**FIFTH TRIMESTER (Batch 2019-21)**

**END TERM IMPROVEMENT EXAMINATION, FEB-2021**

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| Course Name | **Learning and Development** | Course Code | **HR502** |
| Max. Time | **2 hours** | Max. Marks | **40** |

**INSTRUCTIONS:**

1. All questions are compulsory
2. Answers copied from other sources will be treated as unfair means
3. Use the concepts studied in the class while writing answers.

**Q.1** Effectiveness of L&D department of any organization depends to a very large extent on training need analysis. Elucidate this statement and also highlight the methods by which training needs can be identified.  **(10 Marks)**

**Q.2** Following are the topics on which you are required to train employees of your organization:

1. Creativity
2. Sales Pitch of Insurance Plan

Prepare two training proposals of the same; highlighting the methods in detail that you will use.  **(15 Marks)**

**Q.3** The last two stages of Kirkpatrick model are more critical to be measured as compared to first two. Do you agree with this statement? Support your answer with reasons. **(9 Marks)**

**Q.4** What do you mean by training logistics? What all points will you keep in mind while taking care of the same. **(6 Marks)**