**Employee Development & Talent Management Sep 2020**

 **1. You have offered a training program on Customer Centricity to Sales workforce. You want the LND team to evaluate training effectiveness. Suggest a training effectiveness measurement process using the Kirkpatric model?**

**Answer:** The process of examining a training programme is called training evaluation. Training evaluation checks whether the training has had the preferred outcome. Training evaluation makes sure whether candidates are able to implement their learning in their respective workplaces, or to the regular Its sample only

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**2.What steps will you consider while devising a Performance Appraisal process for your organization. Describe any 2 modern performance management methods that can be considered for better Performance management. (10 Marks)**

**Answer:**

Performance Appraisal is a control process in which specialist's performance is evaluated against standards. In any system of performance appraisal it is essential to get terminology which has uniform and

**3.a. Explain some of Latest Trends in Employee Development and Talent Management.**

**(5 Marks)**

**3. b. Suggest any 3 On-the-Job Development programs for a Business development Executive in a Real Estate Firm. (5**

**Answer:**

a) Talent management also known as human capital management is evolving as a discipline that encompasses process right from hiring people to retaining and developing the same. So it includes recruitment, selection, learning, training and development, competency management, succession planning etc. These are all critical processes that enable an organization to compete and stand out in the