Code No: 743AJ

R17

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD
MBA III Semester Examinations, December - 2019
LEARNING AND DEVELOPMENT

Time: 3hours   Max.Marks:75

Note: This question paper contains two parts A and B.
Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A   5 × 5 Marks = 25

1.a)   What are the different phases of learning?   [5]
  b)   Explain the term follow-on support.   [5]
  c)   Outline the need for use of technology in training.   [5]
  d)   Explain the advantages of electronic MDPs.   [5]
  e)   What is cross-cultural training?   [5]

PART - B   5 × 10 Marks = 50

2.a)   Discuss the learning process in an organization.
  b)   Why companies are focusing on learning outcomes? Explain.   [5+5]
  OR
3.a)   What are the various phases in learning? Explain with suitable case.
  b)   Explain about Information Processing Theory.   [5+5]

4.a)   Discuss the various models of training department.
  b)   What are the reasons for planned training by the organization? Explain. [5+5]
  OR
5.a)   What are the various steps involved in designing the training program?
  b)   Explain about training need assessment.   [5+5]

6.a)   Discuss the various traditional methods of training.
  b)   Explain about Blended Learning.   [5+5]
  OR
7.a)   What are the various initiatives by the organizations in developing effective online learning?
  b)   Discuss how technology has influenced training and learning.   [5+5]

8.a)   Why employee development is necessary for an organization? Discuss.
  b)   What strategic plans do companies come up with for development of managerial personnel?   [5+5]
  OR
9.a)   How do Interpersonal relationships lead to the development? Discuss.
  b)   Explain about the development planning process.   [5+5]

10.a) Explain the reasons for preferring cross-functional teams in an organization.
   b) Why do employees face career Plateauing? How can companies help their employees overcome Career Plateauing? [5+5]

OR

11.a) What are the strategies adopted by the organization to help employees to cope with career breaks? Discuss.
   b) Explain how companies are training for virtual work arrangements. [5+5]

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