Code No: 743AJ

R17

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD
MBA III Semester Examinations, December - 2018
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) Briefly discuss the assumptions of goal setting theory.   [5]
  b) Explain the customer model of organizing the training department.   [5]
  c) Discuss the importance and advantages of e-learning.   [5]
  d) Elucidate the concept of electronic Management Development Programs.   [5]
  e) Briefly explain the terms Competency Mapping and Talent Management.   [5]

PART - B   5 × 10 Marks = 50

2. Discuss the salient features of Reinforcement theory. Explain positive and negative reinforcements with suitable example.   [10]

OR

3. Discuss in detail the expectancy, instrumentality and valence with relevant examples.
                                                                                [10]

4. Briefly explain the stages of strategic training and development with examples of strategic initiatives and training activities.   [10]

OR

5. What is training need assessment? Briefly discuss the process of
    a) Person analysis   b) Task analysis   [5+5]

6. Briefly discuss the following methods of hands-on training
    a) On the job training   b) Simulations   [5+5]

OR

7. How technology has influenced the learning environment in recent years? Discuss the role of Teleconferencing and Webcasting in distance learning.   [10]

8. Critically examine the formal education approach to employee development.   [10]

OR

9. Describe the following with respect to use of job experience in employee development
    a) Job Enlargement
    b) Job Rotation
    c) Transfers, Promotions and Downward Moves   [10]

10. Discuss the importance of diversity. How managing diversity can help companies to gain a competitive advantage?   [10]

OR

11. What is meant by career plateauing? What are the reasons of plateau? Discuss the means to help plateaued employees.   [10]

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