

R15
Code No: E743AJ
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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