

**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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