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]

--ooOoo--