

Code No: 763AM**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, July/August - 2021****LEARNING AND DEVELOPMENT****Time: 3 hours****Max.Marks:75**

**Answer any five questions
All questions carry equal marks**

1. What is self-efficacy? Discuss the processes that are involved in learning according to social learning theory. [15]
2. Why was adult learning theory developed? Discuss the implications of adult learning theory for training. [15]
3. Explain the strategic training and development process with a flow chart. List the advantages of centralized learning. [15]
4. Why is training evaluation needed? Explain formative evaluation and summative evaluation of training. [15]
5. What are traditional methods of training? Discuss in detail the advantages and disadvantages of self-directed learning and apprentice methods of training. [15]
6. How technology has influenced the learning environment in recent years? Discuss the role of Teleconferencing and Webcasting in distance learning. [15]
7. Discuss in detail the role of following in employee development
a) Mentoring relationships
b) Coaching relationships [8+7]
8. Explain the importance of cross cultural training. Discuss the training requirements in pre-departure, on- site and repatriation phases of a foreign assignment. [15]

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