

Code No: 763AM**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD
MBA III Semester Examinations, September/October - 2022
LEARNING AND DEVELOPMENT****Time: 3 Hours****Max.Marks:75****Answer any five questions
All questions carry equal marks**

- 1.a) What do you understand by positive and negative reinforcement?
b) Explain the rationale of reinforcement theory. Discuss behavior modification with an example. [7+8]
2. What is informal learning? How does it occur? Explain in detail the roles of expectancy, instrumentality, and valence in motivating a person according to expectancy theory. [15]
3. Discuss the training needs in following business strategies
a) Concentration
b) Internal and External Growth
c) Active Experimentation. [5+5+5]
- 4.a) Explain the terms concentration strategy and divestment strategy. What is meant by needs assessment? What are the reasons for planned training?
b) Discuss the advantages of needs assessment techniques. [8+7]
5. What is the rationale for traditional training methods? Discuss the merits and demerits of following training methods
a) Presentational training
b) Hands-on training. [8+7]
- 6.a) Discuss the influence of internet technology on training. How can social media be used for training?
b) Discuss the role of Teleconferencing and Webcasting in distance learning. [8+7]
- 7.a) Briefly discuss the Myers-Briggs Type Indicator (MBTI) test for employee development.
b) Outline a model for career development. Briefly discuss the four career strategies. [8+7]
8. Briefly explain the terms competency mapping and career management. Explain the following components of career management systems.
a) Self-assessment
b) Reality-check
c) Action planning. [5+5+5]

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