

**Code No: 763AM****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, September - 2023****LEARNING AND DEVELOPMENT****Time: 3 Hours****Max.Marks:75****Note:** i) Question paper consists of Part A, Part B.

ii) Part A is compulsory, which carries 25 marks. In Part A, Answer all questions.

iii) In Part B, Answer any one question from each unit. Each question carries 10 marks and may have a, b as sub questions.

**PART - A****(25 Marks)**

- 1.a) What are the different compounds under expectancy theory? [5]
- b) Give different steps involved in Strategic training and development Process. [5]
- c) Explain the benefits of implementation e-learning in Training. [5]
- d) Discuss major company's strategies for providing development. [5]
- e) What are the different steps involved in Orientation training? [5]

**PART - B****(50 Marks)**

- 2.a) Discuss different Phases in Learning with its suitability in organisation.
- b) Illustrate the implementation of Reinforcement theory in the organisation. [5+5]

**OR**

- 3.a) Explain in your views on the Concepts of Learning.
  - b) Give a suitable example of implementation of Need theories in any company. [5+5]
4. Explain the major Models used in Training Department with its advantages and also disadvantages. [10]

**OR**

- 5.a) Identify the procedure for the developing the group and the climate.
- b) Demonstrate the Evaluating procedure for training programme and Follow-on support. [5+5]

- 6.a) Give the Traditional methods in Training with its advantages and disadvantages.
- b) Illustrate the major Technology influence on training and learning. [5+5]

**OR**

- 7.a) Explain the different Presentation methods used in the training programmes.
- b) Discuss the uses of the blended learning in Training employees. [5+5]

- 8.a) Identify the essential ingredients of Strategy and Development.
- b) Give the benefits of implementation of Electronic MDPs in the organisation. [5+5]

**OR**

9. Discuss the different approaches to Employee Development with its advantages and disadvantages. [10]

QA QA QA QA QA QA QA G

10.a) Explain the procedure of Training for virtual work arrangements.

b) Illustrate the major issues involved in Coping with career breaks.

[5+5]

QA QA QA QA QA QA QA G

**OR**

11.a) Discuss different types of cross functional teams with suitable examples.

b) Give different aspects to break a Career Plateauing in the organisation.

[5+5]

QA QA QA ~~QA~~ QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G

QA QA QA QA QA QA QA G