

Code No: 783AK**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA III Semester Examinations, February - 2025****LEARNING AND DEVELOPMENT****Time: 3 Hours****Max.Marks:60**

Note: This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either” “or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

PART – A**(10 Marks)**

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|------|---|-----|
| 1.a) | Define Learning. | [1] |
| b) | What is positive reinforcement? | [1] |
| c) | What is meant by training and development? | [1] |
| d) | List the reasons for planned training. | [1] |
| e) | What is presentation method of training? | [1] |
| f) | What is Hands-On training? | [1] |
| g) | List the essential ingredients of management development. | [1] |
| h) | What is meant by employee development? | [1] |
| i) | What are cross-functional teams? | [1] |
| j) | Define career management system. | [1] |

PART – B**(50 Marks)**

2. Discuss in detail the rationale, assumptions and applications of Adult learning theory with suitable examples. [10]

OR

3. What is learning cycle? Elaborate on the various phases of learning with a real world case example. [10]

- 4.a) What is strategic training and development? Discuss the evolution of training's role. [5+5]
b) How do you assess training needs in modern era? [5+5]

OR

5. Explain the following models of training department organization with an example.

- a) Faculty model
b) Customer model.

[5+5]

6. Elaborate on the following forms of group building methods of training with suitable illustration.

- a) Team training
b) Action learning.

[5+5]

QA QA QA QA QA QA QA G

QA QA QA QA **OR** QA QA QA QA G

- 7.a) Describe in depth the characteristics, benefits, and drawbacks of computer-based training.
b) Illustrate the role of multimedia in training. [6+4]

8. What do you understand by development planning? Elaborate on the stages of development planning process with suitable example. [10]

QA QA QA QA **OR** QA QA QA QA G

9. Elaborate on the following approaches to employee development.
a) Formal education
b) Job experience. [5+5]

10.a) Discuss in detail the meaning, objectives, importance and limitations of diversity training.

b) Describe the concept of competency mapping. [6+4]

QA QA QA QA **OR** QA QA QA QA G

11. What is a career plateau? What are its causes? Discuss the strategies to manage career plateau. [10]

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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