



CBCS SCHEME

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18MBAHR304

Third Semester MBA Degree Examination, July/August 2021

Learning and Development

Time: 3 hrs.

Max. Marks: 100

Note: Answer any FIVE full questions.

- 1 a. Brief the Pedagogy and Andragogy. (03 Marks)
b. Explain benefits of Training and Principles of Training. (07 Marks)
c. List out different types of learning theories in detail with examples. (10 Marks)
- 2 a. Write about Learning Pyramid. (03 Marks)
b. Differentiate between Training and Development. (07 Marks)
c. Illustrate the Strategic Development Process. (10 Marks)
- 3 a. Define Competency and Core Competency. (03 Marks)
b. Write about skills of effective trainer. (07 Marks)
c. Explain implementation of training program. (10 Marks)
- 4 a. Explain Blended learning. (03 Marks)
b. Describe training methods in detail. (07 Marks)
c. Illustrate how TMA and its components are analyzed. (10 Marks)
- 5 a. List out types of training needs. (03 Marks)
b. Explain features of E-learning (Characteristics). (07 Marks)
c. Exemplify Kirkpatrick level of framework of evaluation. (10 Marks)
- 6 a. What is formalitive evaluation? (03 Marks)
b. Briefly state the most prominent changes affecting T&D function in business organization today. (07 Marks)
c. Discuss in detail EDP. (10 Marks)
- 7 a. Define Assessment Center. (03 Marks)
b. Differentiate between Traditional career and Protean career. (07 Marks)
c. Explain the model and components of career development. (10 Marks)
- 8 Case Study:
ABC Boeing company wanted to improve its Caputre Team Leader (CTL) training to more closely reflect the work that the business development role perform within the organization. In addition to better preparing participants for the CTL role. The company wanted to reduce classroom time. The redesigning course also had to be less dependent on experienced CTLs, who served as a guest speaker in the and often was called away for high-priority client meetings or executive level requests. Boeing also wanted to test the applicability of virtual learning environment and course management system for delivery pre-course e-learning.
a. What type of training methodology would you suggest for ABC company? (07 Marks)
b. List out the issues in the case on adopting traditional methods which they were using priorly. (05 Marks)
c. Try to design training schedule. (08 Marks)

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Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.