



MBA DEGREE EXAMINATIONS: APRIL 2018

(Regulation 2017)

Second Semester

MASTER OF BUSINESS ADMINISTRATION

P17BAEEH06 Learning and Development

Time: Three Hours

Maximum Marks: 50

Course Outcomes:

- Explain the key concepts and theories in Learning and Development
- Analyze and Apply various methods and techniques in learning and development
- Develop a training need analysis framework and design a training module

PART A – Answer in 5 lines (2 Marks X 5 = 10 Marks)

1. Identify her reason on which of the below is spaced practice and massed practice K3 CO3
 - a) Able to use Excel in work situations after the training program
 - b) Developing Leadership competencies after a training program.
2. Explain the Instructional Design Model K2 CO1
3. What is blended learning? K1 CO2
4. List some work environment features that will influence learning transfer K1 CO1
5. Compare any two techniques for employee development. K2 CO1

PART B Answer any 5 in not more than 3 pages each (8 marks X 5 = 40 Marks)

- 6 Entrepreneurship Development Institute of India (EDII), an acknowledged national resource K5 CO2
institute for entrepreneurship education, research, training and institution-building, will train around 100 Young Malaysian small and medium enterprises (SME) entrepreneurs through classroom training, simulation exercises and field exposure. EDI will conduct four batches, each of 25 entrepreneurs in July and September, 2018 under Entrepreneur Growth Programmes (EGPs). The duration of each batch is three weeks.

As a coordinator for the three week training program to foster entrepreneurship, Deter mint some of the training design considerations that you need to take into account before developing a program.

- 7 G3 Infotech is the business of providing IT solutions and you have been asked to head the learning and development division. Recommend a L&D process for the employee development of G3 Infotech K5 CO3
- 8 Compare and contrast Social learning theory and Information processing theory of learning. K4 CO2
9. Mr.Vasanth, a supervisor in was selected to attend a outbound learning program that will enable him improve his managerial skills. However Vasanth aspires to do a post-graduation in engineering design to strengthen his technical knowledge and wants to establish a career in R & D Design. K5 CO3
- Do you think the Training needs assessment is effective in his company- Why or Why Not?
Explain the TNA process
- 10 Explain the Transfer of Training Model? How can organizations support Transfer? K2 CO2
- 11 When we talk about the impact of artificial intelligence and automation, there is no debate that advances in these areas will effect profound changes in our world. A recent study reported that the Indian IT industry alone is expected to see a loss of 6.4 lakh jobs (low and medium-skilled) by 2020 owing to the technology revolution and automation. Moreover, around 46 per cent of India's population below 25 years of age can be seen entering the job market with skills that will become obsolete at the time of their entry. K2 CO2
- With technology impacting workforce skills, Explain how technology changing the Learning and Development Landscape?
- 12 How does a company benefit from measuring the effectiveness of a training program? K3 CO1
- Discuss some of the most popular methods to measure the same with suitable examples.
