



MBA DEGREE EXAMINATIONS: NOV / DEC 2024

(Regulation 2021)

Semester

MASTER OF BUSINESS ADMINISTRATION

P21MBB2627: Learning and Development

COURSE OUTCOMES

CO1: Describe the key concepts associated with learning and development

CO2: Explain the training process and the various methods of training for various categories of employees in a variety of organizational contexts

CO3: Design a training programme for various categories of employees in a variety of organizational contexts

Time: Two Hours

Maximum Marks: 50

PART A (5 x 6 = 30 Marks)

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| 1. | Justify the need for continuous learning and training in an evolving work environment | CO2 | [K ₅] |
| 2. | Assess the effectiveness of job competency identification methods for training need analysis. | CO1 | [K ₅] |
| 3. | Compare the benefits of on-the-job training versus competency-based training for skill development. | CO2 | [K ₅] |
| 4. | List the methods of in house training and explain its features. | CO1 | [K ₁] |
| 5. | Compare induction, Training and development programmes in IT sector. | CO2 | [K ₅] |

PART B (2 x 10 = 20 Marks) Internal Choice or Open Choice

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| 6. | a) | Examine the different elements of learning profiles and their implications for HRD. | CO3 | [K ₄] |
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(OR)

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| | b) | Evaluate the methods used to assess job competencies and their alignment with company goals. | CO3 | [K ₅] |
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| 7. | a) | Develop a comprehensive training plan that integrates multimedia techniques for diverse learning preferences | CO3 | [K ₆] |
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(OR)

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| | b) | Apply the concept of 'Train the Trainer' to develop internal capabilities for conducting effective training. | CO2 | [K ₃] |
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