62230

Reg. No. | | | | | | | | |

III Semester M.B.A. (Day & Eve.) Degree Examination, March/April - 2022

MANAGEMENT

Learning and Development Human Resources

(CBCS Scheme 2019 onwards)

Paper : 3.4.3

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any **five** questions from the following each question carries **5** marks.**(5×5=25)**

1. How training is different from learning?
2. Describe the process of Training Need Analysis.
3. Explain the Hybrid/Blended learning Methods.
4. Explain the myths of OBL. State the significance of OBL.
5. Explain the role of HRD function.
6. Discuss the preparedness of Trainer.
7. How Pedagogy differs from Andragogy?

SECTION - B

Answer any **three** questions from the following each question carries **10** marks.**(3×10=30)**

8. Explain the process of creating learning organization. Substantiate.
9. Define training evaluation. Explain the Philip's Five Level Model of Training evaluation.
10. What is the meaning of Career Development? Explain the process and guidelines for successful career planning?
11. Define the concept of Management Development? Explain various Management Development methods.

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SECTION - C

12. Compulsory Case Study : **(1×15=15)**

A Captive Unit is a businesses unit of a company functioning offshoring as an entity of its own while retaining the work and close operational tie ups within the parent company. Fintech HQ is based out of San Francisco USA. In 2020, they opened their first Captive shared services center is Banglaore. They are defining the scope of the work to be off - shored to India. The scope will primarily include Software Development and Business Operations Support.

Consider yourself as a consultant with a role to design Training Modules to build the aforementioned capabilities.

Questions :

1. What would be your key Design Principles for building Training Modules?
2. Explain your approach in Designing Training Programs.
