



PG – 316

7
III Semester M.B.A. Examination, April/May 2022
(CBCS) (2014-15 and Onwards)

MANAGEMENT

Paper – 3.5.1 : Learning and Development

HR.



Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** questions, **each** carries **5** marks :

(5×5=25)

1. What are the major differences between Learning and Development ?
2. Why adult learning is important for an organization's sustainability ?
3. What is Quasi experimental design of evaluation ?
4. Why is training important ? Explain.
5. Explain the micro and macro parameters of HRD.
6. What are the different 'on the job', 'off the job' training methods ?
7. What are the different evaluation phases in learning cycle ?

SECTION – B

Answer **any three** questions, **each** carries **10** marks :

(10×3=30)

8. How is a career planned ? Explain with respect to an IT firm.
9. Explain in detail the developmental cycle.
10. How do you calculate ROI and its effectiveness with respect to a training program in a manufacturing company ?
11. What are the different steps followed to motivate an employee for training ?

P.T.O.



SECTION – C

Compulsory question :

(15×1=15)

12. Case study :

Considering yourself as a HR manager plan a training program for your 200 employees of a automobile company post pandemic having Govt. allowance of 50-60 % of the workforce.

- Make sure all your employees are not affected at once and also your production is not effected.