JP – 703

III Semester M.B.A. (Day/Evening) Examination, May/June 2023
(CBCS)
(2022 – 23 and Onwards)
(Freshers)
MANAGEMENT
Paper – 3.5.1 : Learning and Development

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** questions, **each** question carries **5** marks :   (5×5=25)

1. Explain the factors involved in trainee motivation to learn.

2. Training cost is investment or an expenditure.

3. Write notes on In-basket training method.

4. Explain ROI in training.

5. Define HRD and write notes on HRD at micro and macro level.

6. Explain the benefits of Training Evaluation in organization.

7. Explain Adult learning principle.

SECTION – B

Answer **any three** questions, **each** question carries **10** marks :   (10×3=30)

8. Elucidate the steps in TNA-training need assessment.

9. Discuss the methods of off-the-job training methods with its pros and cons.

10. Explain Kirkpatrick's training model of evaluation.

11. Explain the steps involved in career planning with its importance.

SECTION – C

Compulsory Question :   (1×15=15)

12. In Mahindra & Mahindra the training for the executive level is mainly conceptual level training called Ascent. It is a six-day training imparted in two parts of three days each with some gap in between. The focus of Ascent is on the concepts of industrial intricate functions. Apart from this, there is a one-day program me called MGTP which consists of technical training covering the need of manufacturing system, supplies module and certain question answer sessions. The training for staff level is called Stride. It is also a six-day training program conducted in two parts of three days each focusing on the conceptual skills of the staff level. This is the main training program for the staff. The training program for the workers level mainly comprises of developmental and behavioral programs with stress on self-maintenance, moral values and some modules on the work stress and hygiene, safety, etc. all the workers are supposed to undergo these programs. The feedback is in the form of individual talk with the HR personnel. They are asked to fill in a form, of individual talk with the HR personnel. They are asked to fill in the form, during discussion, regarding the training. This is then evaluated. As such, there is no standard feedback system.

   a) Analyze the effectiveness of training program at Mahindra & Mahindra. How can you improve the training efforts further ?

   b) This case is an excellent example of "Efficient training Need Assessment". Discuss.