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School of Business

Integrated Bachelor of Business Administration - Master of Business Administration
Semester End Examination - Nov 2023

Duration : 180 Minutes
Max Marks : 100

Sem IX - MBHR6010 - Learning and Development

General Instructions

Answer to the specific question asked

Draw neat, labelled diagrams wherever necessary

Approved data hand books are allowed subject to verification by the Invigilator

- 1) Name the characteristics of effective training design? K1 (2)
- 2) "Explain the key components of formal training method, how does its structured approach contribute to effective skill development and knowledge acquisition among employees?" K2 (4)
- 3) It has been observed that classroom-based training programmes (lecture class discussion, role play games, etc) are used so much more than individualised approaches to training within the organization. Do you think these choices are appropriate? Illustrate your views on the same K2 (6)
- 4) Study the training functions of any organization through their website details, Also make use of the training methodology they follow in their organization. K3 (9)
- 5) "How can you develop a conceptual model that integrates the principles of Gagne's Nine Events of Instruction with Brigg's Constructivist Learning Theory to create an effective instructional approach that considers both the cognitive processes of learners and the systematic design of learning experiences?" K3 (9)
- 6) "How can organizations facilitate the successful transfer of newly acquired skills and knowledge from training programs to the actual workplace, ensuring that employees effectively measure what they've learned to enhance job performance". What is your opinion on this? K5 (10)
- 7) "The implementation of job rotation within an organization contribute to employee skill enhancement, cross-functional collaboration, and succession planning. Conclude the statement focusing on the potential benefits of job rotation in terms of employee growth and organizational adaptability." K4 (12)

- 8) " Assess the key contemporary issues and challenges in training design that organizations face in today's rapidly changing work environment? How can organizations adapt their training design strategies to address these issues and ensure effective skill development and learning outcomes for their employees?"You can take an example of Mc donalds. K5 (15)
- 9) Determine the practical implications of Donald Kirkpatrick's Evaluation Model with relevance to the current organizations? K5 (15)
- 10) You have been working as Marketing Manager, for last 5 years at a large FMCG company in Mumbai. Recently you have been asked by the management to find out the contribution of each employee in the marketing section and monitor carefully, whether they are meeting the standards set by the organization. While doing the monitoring you have observed a substantial gap between the actual performance and the benchmark. Create an elaborate training program for the employees of the marketing section. K6 (18)