

ANURAG Engineering College**(An Autonomous Institution)****II MBA I Semester Regular Examinations, Jan/Feb–2024****LEARNING AND DEVELOPMENT****(MASTER OF BUSINESS ADMINISTRATION)****Time: 3 Hours****Max. Marks: 60****Section – A (Short Answer type questions)****(10 Marks)****Answer All Questions**

	Course Outcome	B.T Level	Marks
1. What are the current trends in Learning and Development?	CO1	L2	1M
2. Why is Learning and Development important for organizations?	CO1	L1	1M
3. What is the significance of considering different learning styles in training design?	CO2	L2	1M
4. Why is it important to provide ongoing support and reinforcement after training sessions?	CO2	L1	1M
5. In what ways can self-directed learning be facilitated in training programs?	CO3	L2	1M
6. How can micro learning be integrated into training programs?	CO3	L2	1M
7. Explain the concept of career development.	CO4	L1	1M
8. State the concept of formal education.	CO4	L1	1M
9. Explain the impact of changing job roles on the relevance of training content.	CO5	L2	1M
10. Define talent management.	CO5	L2	1M

Section B (Essay Questions)**Answer all questions, each question carries equal marks.****(5 X 10M = 50M)**

11. A) Explore and analyse the critical role that Learning and Development plays in enhancing organizational performance and competitiveness.	CO1	L3	10M
OR			
B) In what ways can assessment and feedback be integrated into the instructional process to enhance learning?	CO1	L3	10M
12. A) Identify common challenges organizations face during the design and implementation of training programs and propose effective solutions.	CO2	L2	10M
OR			
B) Discuss the importance of customizing training programs to meet the specific needs of different employee groups and departments.	CO2	L3	10M
13. A) Discuss the importance of using a diverse range of training methods. How does incorporating various methods enhance the overall effectiveness of employee development?	CO3	L2	10M
OR			
B) Explore the advantages of peer-to-peer learning in the workplace. How can organizations foster a culture that encourages employees to learn from each other?	CO3	L2	10M
14. A) Explain the concept of Electronic Management Development Programs (MDPs).	CO4	L3	10M

OR

B) Analyze the connection between employee well-being and personal development. How can organizations support both aspects for a thriving workforce? CO4 L3 10M

15. A) Explore the need for up-skilling and reskilling programs to address the impact of technological advancements on job roles. How can organizations prepare their workforce for the future? CO5 L2 10M

OR

B) Discuss the challenges and considerations in balancing the use of automation and maintaining a human touch in training programs. How can organizations strike this balance effectively? CO5 L3 10M