



JP – 731

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III Semester M.B.A. Examination, May/June 2023  
(CBCS - Repeaters Scheme)  
(2014 – 15 and Onwards)  
MANAGEMENT  
Paper – 3.5.1 : Learning and Development

Time : 3 Hours

Max. Marks : 70

SECTION – A



Answer **any five** questions. **Each** question carries **five** marks : **(5×5=25)**

1. Differentiate between training and learning.
2. State the methods of Career Planning.
3. Explain vestibule and sensitivity training methods.
4. Discuss the adult learning principles.
5. Enumerate the steps in career planning.
6. "Case study method used for training is most effective". Discuss.
7. Critically examine the concept of Return On Investment (ROI) in reference to training.

SECTION – B

Answer **any three** questions. **Each** question carries **ten** marks : **(3×10=30)**

8. Distinguish between employee training and management development.
9. Enumerate any five methods available for measuring the outcome of training.
10. Training Need Analysis (TNA) is an important step in training and development. Comment.
11. List out the traditional and modern instructional approaches to training and development.

P.T.O.



## SECTION – C

**Case Study :****(1×15=15)**

12. Nestle is world's leading food company with 135 year history and operations in virtually every country in the world. Nestle is a global organization comprising of many nationalities, religions and people from a variety of ethnic backgrounds. Nestle culture unifies people by improving the human capacity. Nestle human resource policy gives importance to learning and development. The policy deals with recruitment, remuneration, training and development and emphasizes individual responsibility, strong leadership and a commitment to lifelong learning as required characteristics for Nestle managers.

- a) As a Human Resource Manager list out a training program for Nestle employees.
  - b) Is inclusivity and gender training an important tool for T & D at Nestle ? Give reasons.
  - c) What kind of training methods you would suggest for such global companies ?
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