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MBAS 510

Third Semester MBA Degree Examination, April/May 2024
BUSINESS ADMINISTRATION
Learning and Development

Time : 3 Hours

Max. Marks : 70

SECTION – A
(Compulsory)

Sri Dharmasthala Manjunatheshwara
College of Business Management, Mangalore
Post Graduate Centre for Management
Studies and Research Library

Answer to the question should **not** exceed **6** pages.

(1×15=15)

1. Explain the functions of training and the training process. Discuss the current trends in training and development.

SECTION – B

Answer **any five** questions. **Each** question carries **8** marks. Answer to the question should **not** exceed **5** pages.

(5×8=40)

2. Compare and contrast the concepts of training, education, learning, and development. Provide examples to illustrate each.
3. Explain the motivation factors for both trainers and trainees in the context of training and development.
4. Evaluate the effectiveness of apprenticeship training programs and discuss their relevance in modern organizations.
5. Explain Keller's ARCS model and its application in designing effective training programs.
6. Conduct a cost-benefit analysis of a training program. Highlight the factors that contribute to the cost-effectiveness of training.
7. Analyze the importance of role-playing, business games, and simulations in management development.
8. Evaluate the paradigm shift in management training towards competency-based approaches, citing real-world examples.

P.T.O.



SECTION – C
(Compulsory)

Answer to this question should **not** exceed **6** pages.

(1×15=15)

9. ABC Corporation, a mid-sized manufacturing company, has been facing a decline in employee productivity and a rise in turnover. The management believes that the existing training programs may be outdated and insufficient to meet the evolving needs of the workforce. The HR department has been tasked with overhauling the training programs to address the current challenges.

Questions :

- a) Analyze the factors contributing to the decline in employee productivity and increased turnover at ABC Corporation.
- b) Propose a comprehensive plan to overhaul the training programs, considering the specific needs of the workforce and aligning with the organization's goals.
- c) How would you determine the effectiveness of the new training programs once implemented ? Outline the key metrics and evaluation methods.

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