Register No.: ................................... Name.: .................................................................

# SAINTGITS COLLEGE OF ENGINEERING (AUTONOMOUS)

(AFFILIATED TO APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY, THIRUVANANTHAPURAM)

### THIRD SEMESTER MBA DEGREE EXAMINATION (R), DECEMBER 2023
### (2021 Scheme)

**Course Code :**   21MBA225

**Course Name:**   Dynamics of Training and Executive Development

**Max. Marks : 60**                  **Duration: 3 Hours**

## PART A
### *(Answer all questions. Each question carries 2 marks)*

1. "Every enterprise is a learning and teaching institution. Training and development must be built into it on all levels—training and development that never stops." List out the business role of training and development.
2. Summarize the concept of the stimulus generalization approach.
3. Compare and contrast the differences between the faculty model and the customer model.
4. Explain the use of Just-in-time learning.
5. Outline the differences between training and development.

## PART B
### *(Answer any 3 questions. Each question carries 10 marks)*

6. Identify the various challenges and opportunities for training.
7. Explain the considerations in designing an effective training program with an industrial example.
8. Make use of Operant conditioning theory and identify the importance of positive and negative outcomes with a suitable example.
9. 'Successful and unsuccessful people do not vary greatly in their abilities. They vary in their desires to reach their potential.' Identify the key strategies and steps individuals can take to proactively manage and advance their careers in today's rapidly evolving job market?"
10. Summarize the importance of emerging technologies platforms being effectively integrated into training programs to enhance learning outcomes and engagement for modern learners.

## PART C
### *(Compulsory question, the question carries 20 marks)*

11. Abacus Corporation, a multinational tech company, recently implemented a comprehensive training program aimed at enhancing the skills and knowledge of its software development teams. The program included technical workshops,

leadership seminars, and communication skills training. The training program was conducted over a period of six months, involving participants from various departments and experience levels. It covered a wide range of topics including Agile methodologies, advanced coding techniques, effective project management, and soft skills development.

Mr. John was appointed to the company as a senior-level HR manager who is eager to know about the impact of the comprehensive training program that was conducted for the software development teams. For this purpose, he has created a team of five junior-level HR assistants who work as his subordinates to evaluate the overall effectiveness of the program conducted with regard to reaction, learning and behaviour as well as with outcomes .

a) Identify the model used by the junior-level HR assistants to evaluate the training effectiveness of the software development teams.

Marks (10)

b) Based on the evaluation results, examine the improvements or modifications should Abacus Corporation consider for future training initiatives that promote sustainability. Marks (10)

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