

STELLA MARIS COLLEGE (AUTONOMOUS) CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 and thereafter)

M.A. DEGREE EXAMINATION, APRIL 2026
HUMAN RESOURCE MANAGEMENT
FOURTH SEMESTER

COURSE : ELECTIVE

PAPER : LEARNING AND DEVELOPMENT

SUBJECT CODE: 23HR/PE/LD15

TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer ALL in 50 words. (10 x 2 = 20 marks)	CO	KL
1	What is the significance of learning in organizations?	CO1	K1
2	List the forces influencing working and learning.	CO1	K1
3	Mention two needs for training in organizations.	CO1	K1
4	Explain the difference between training and development.	CO1	K1
5	Identify the key steps involved in the training process.	CO1	K1
6	Differentiate between on-the-job and off-the-job training	CO2	K2
7	Why is training important in organisations.	CO2	K2
8	Explain the concept of training functions.	CO2	K2
9	Explain the factors to improve effectiveness of training	CO2	K2
10	Explain the criteria for identifying training needs	CO2	K2
Q. No.	SECTION B Answer any FOUR questions from each K level not exceeding 600 words. (4 x 10 = 40 marks)	CO	KL
11	Explain the Theories of Learning: Reinforcement and Social Learning theory	CO3	K3
12	Explain the importance of training needs assessment	CO3	K3
13	Explain the meaning, and objectives of training.	CO3	K3
14	Discuss the various types of training.	CO4	K4
15	Identify the key steps involved in the training process.	CO4	K4

16	Contrast on the principles and method of Job Evaluation	CO4	K4
Q. No.	SECTION C Answer any TWO questions from each K level (2 x 20 = 40 marks)	CO	KL
17	Assess Learning Process and Learning Cycle	CO5	K5
18	Assess the nature of training & development and give the importance of training and development	CO5	K5
19	Discuss Management Development Programme and explain how budgeting of training take place.	CO5	K6
20	Discuss the classification and stages in career planning.	CO5	K6
