

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: MMS (2015-17) (HR)**  
**Fourth Semester Examination April 2017**

<b>Subject</b>	<b>BUILDING LEARNING ORGANIZATION</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>13<sup>th</sup> April'17</b>

**Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.**

**Q1) SOLVE THE BELOW CASE AS PER QUESTIONS----20 Marks(Compulsory)**

You are a member of an internal team created by the New Aggie T-Shirt Company to handle a situation regarding flextime hours. Two months ago, the New Aggie T-Shirt Company offered their 100 full-time employees the opportunity to have flexible schedules through a flextime program.

The guide lines set for the onset of the program are: • All full-time employees are eligible • Employees must work 8 hours/day • Employees must take a 45-minute lunch break • The organization must be staffed between their office hours of 7:00AM – 6:00PM Unfortunately, 90% of the employees opted to work from 7:00AM to 3:45PM. This situation is impossible to accommodate because of insufficient personnel to provide services from 3:45PM to 6:00PM.

- a) What are 2 examples of mental models that you believe your employees may believe?
- b) What are 2 new mental models of work hours that you can present to the employees?
- c) Using the techniques you have learned about change, how would you present these new mental models to your employees?
- d) What deeply held beliefs led you to your solutions?

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) What are the major Elements of Learning Organization? Explain in Brief
- b) Describe any 5 of the Emerging HR Trends in the Emerging Market
- c) Describe Gamification and Mobile Technology usage in HR Global WorkForce

**Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) How does organization select the Right Learning Methods?
- b) What are the HR Challenges in Global Market?
- c) Describe the learning disabilities explained by Peter Senge

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Explain any 4 Laws of Fifth Discipline described by Peter Senge
- b) What is "Shifting of Burden" as per Systems Thinking, Explain
- c) Explain the importance of Reflection, Inquiry and Advocacy in Learning Organization

**Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Define Personal Mastery and Benefits of Personal Mastery for Learning Organization
- b) Define Shared Vision and Explain the difference between Personal Vision and Shared Vision and Importance of Shared Vision for Organization Learning

- c) As per Mental Models, why do 'Best Ideas Fail' and How are Mental Models Managed in Learning Organization?

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Explain Team Practice and the Conditions for Team Practice
- b) Draw the Structure of Systems Thinking & Shared Vision on 3 Learning Disciplines
- c) Explain any two Knowledge Management Model

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- a) Explain Formal Vs. Informal Training
- b) Explain HR Knowledge Management Model
- c) Draw and Explain the Framework for Architecting Learning Organization