

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2014

Subject Code: 840301

Date: 23-05-2014

Subject Name: Human Resource Development (HRD)

Time: 10.30 am - 13.30 pm

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

- Q.1** (a) Give the meaning of HRD and Explain its basic 3 functions **07**
(b) Explain in brief the framework for the HRD process. **07**

- Q.2** (a) In your opinion, what HRD skills or competencies does an HRD manager need? How are these skills and competencies learned? **07**
(b) Briefly describe the pros and cons of using performance appraisal information when conducting a person needs analysis **07**

OR

- (b) Why is needs assessment so often not performed in many organizations? **07**

- Q.3** (a) Explain in brief the 3 activities (setting objectives, selecting the trainer, developing lesson plan) in designing the HRD interventions **07**
(b) Why do you suppose the five categories of classroom training are so popular in HRD **07**

OR

- Q.3** (a) Explain in brief the 3 activities (selecting methods, preparing materials, scheduling training) in designing the HRD interventions **07**
(b) What sorts of skills and knowledge do you think computer based training methods are well suited for/ poorly suited for? **07**

- Q.4** (a) What do the CIPP and Brinkerhoff models of evaluation add to evaluation that is not included in Kirkpatrick's model? **07**
(b) Explain Erikson's model and Levinson's Eras approach to adult development **07**

OR

- Q.4** (a) Explain various methods used for Data collection for HRD evaluation. What are the 3 vital issues to be considered for deciding on the data collection methods? **07**
(b) Explain Career Plateau. Briefly explain why individual's perception of being plateaued is important. **07**

- Q.5** (a) Compare and contrast management education, management training and on-the-job experiences. How can these be combined in a strategic management development program? **07**
(b) Explain the 3 basic categories of skills and technical training **07**

OR

- Q.5** (a) Explain competency mapping and competence assessment which an example **07**
(b) Explain in detail Safety and Quality training **07**
