

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2015

Subject Code: 840301

Date: 05-05-2015

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)** Discuss Human Resource Development. Which type of skills and competencies does an HRD manager required to perform efficiently. **07**
- (b)** Discuss in brief the Person Analysis. **07**
- Q.2 (a)** What are the key activities involved in designing an effective HRD Program. What are advantages of designing an HRD Program? **07**
- (b)** Describe the five stages model of career development. **07**
- OR**
- (b)** Describe the purpose of HRD evaluation. **07**
- Q.3 (a)** What are the ethical considerations in conducting evaluation research? Explain. **07**
- (b)** Explain in detail training delivery methods and their techniques. **07**
- OR**
- Q.3 (a)** Discuss the advantages and disadvantages of on-the-job training and off-the-job training. Discuss any two off-the-job training. **07**
- (b)** Discuss the role of new technologies in training program and how it has an impact on the HRD practitioner. **07**
- Q.4 (a)** Describe the four levels of evaluating an HRD program given by Kirkpatrick with a suitable example. **07**
- (b)** What are the roles played by management education in preparing a manager? **07**
- OR**
- Q.4 (a)** If you are responsible for designing a basic skill training program, what approach would you adopt and why? **07**
- (b)** What are the different forms of management education? In your opinion which forms is the best form of management education. Why? **07**
- Q.5 (a)** Discuss the steps in Job Instruction Training (JIT). **07**
- (b)** Explain performance management. What are recommendations for effective performance management system? **07**
- OR**
- Q.5 (a)** Write short note on: **07**
1. Competency Mapping
 2. Behavior modeling approach
- (b)** What are the skills required for providing a coaching? Explain in detail. **07**
