

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-WINTER • 2014

Subject Code: 840301

Date: 25-11-2014

Subject Name: Human Resource Development (HRD)

Time: 10.30am - 13.30pm

Total Marks: 70

Instructions:

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

Q.1 Write short notes on any **Three-** **14**
(a) Ropes course (b) Self directed training
(c) Utility analysis (d) Research design

Q.2 (a) With the help of a Basic “Training and HRD process Model” (i.e. ADImE or ISD) **07**
Design a HRD Intervention. (Consider an organization of your choice e.g. IT /Telecommunication/ Automobile). Explain and enumerate all the steps have been followed under each main Phase.
(b) What is meant by task analysis? Suppose you have been ask to perform task analysis **07**
for the job of a dispatch clerk in a private bank, which method(s) of task analysis do you think would be most appropriate for analyzing his job? Support your choice (s).

OR

(b) What do you mean by strategically integrated HRD? What are the methods of **07**
strategic/organizational Analysis? Enumerate points brought by Goldstein for organizational Needs Analysis.

Q.3 (a) What are the key activities involved in designing an HRD Program? What are **07**
objectives of the Robert Mager HRD Intervention? Explain in brief.
(b) What is concept of New Employment Relationship? Define career concept. Draw **07**
Spectrum of career Development Activities and explain.

OR

Q.3 (a) Enumerate what are various Training methods or media? Enumerate & briefly explain **07**
about the factors responsible for maximum learning.
(b) What do you understand by stages of life and Career Development? Draw and explain **07**
Levinson’s “EARS” Approach to Adult Development.

Q.4 (a) What are the training methods & Techniques used in HRD Programs? Enumerate. **07**

Briefly explain about experimental methods of classroom training approaches (points).

What are merits & demerits of each of these?

- (b) Compare Kirkpatrick Evaluation framework with other (Nine) Evaluation frame works 07
/Models? Write down peculiarities and salient features of all these models?

OR

- Q.4 (a) What is **Ethical Issues** concerning Evaluation Research? Explain complete procedure 07
of Utility Analysis, along with advantages & disadvantages.

- (b) What is the purpose of self Report data? What are three serious problems/ biases? 07

- Q.5 (a) What are **work place competencies**? Why these competencies need revival and 07
reinforcement? Explain in brief, under various headings.

- (b) What is the concept of **Management Development**? What is McCall's Characteristics 07
approach in reference of managing and Richard Boyatzis's Integrated Competency
Model? Explain in brief.

OR

- Q.5 (a) What is the concept of coaching? What is causal attribution Theory? What is the 07
concept of fundamental Attribution error? Explain in brief.

- (b) What is the concept of Mintzberg's Holistic view of the Manager's job? Explain in 07
brief.
