

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 4– • EXAMINATION – WINTER 2015

Subject Code:840301

Date: 02/12/2015

Subject Name: Human Resource Development

Time:02.30 PM TO 05.30 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)** According to McLagan, “HRD Professionals perform at least nine distinct roles” Describe it. **07**
- (b)** Discuss in brief the task analysis process. **07**
- Q.2 (a)** Discuss any five methods of classroom training in brief. **07**
- (b)** Importance and role of Competency Mapping under HRD **07**
- OR**
- (b)** Discuss the 5 stage model of Career Development with suitable example **07**
- Q.3 (a)** State positive outcomes of successful apprentice programs. **07**
- (b)** Identify and describe the different types of need and also the levels of need analysis. Explain what is measured at the different level of need analysis **07**
- OR**
- Q.3 (a)** Explain how management education prepares a manager for his or her role. What are the different forms of management education? **07**
- (b)** Deliberate when and why certain HRD programs are conducted On-Site and certain programmes are conducted Off-Site? **07**
- Q.4 (a)** What is the purpose of self Report data? What are three serious problems/biases? **07**
- (b)** What is meant by term performance management and how it is different from the performance appraisal? **07**
- OR**
- Q.4 (a)** ‘Questionnaires are most often used in HRD evaluation’ Draft a questionnaire that might be used to gather participant feedback. **07**
- (b)** Explain: Job rotation, Mentoring & Succession planning. **07**
- Q.5 (a)** Discuss Maslow’s need hierarchy theory in relation to productivity and motivation in pharma Sector **07**
- (b)** Analyse the inter-relation between Total Quality Management (TQM) and Human Resource Development. **07**
- OR**
- Q.5 (a)** Why should companies be interested in helping employees plan their careers? What benefits can companies gain? What are the risks? **07**
- (b)** You are the HRD manager of ABC Ltd. You have to design an HRD program for the middle level management to improve their leadership skill. Which training methods you would use and why? **07**
