

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2015

Subject code: 2840301

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) Define HRD. Discuss a framework for the HRD process. **07**
(b) What is the role of an individual and of managers in Career Management under HRD **07**
- Q.2** (a) Which are the challenges to HRD professionals that will directly affect present or future work environment? **07**
(b) Discuss the 5 stage model of Career Development with suitable example **07**
- OR**
- (b) Discuss the techniques for effective training and effective coaching under HRD **07**
- Q.3** (a) Explain JIT (Job Instruction Training) with an example **07**
(b) Importance and role of Competency Mapping under HRD **07**
- OR**
- Q.3** (a) What are ethical issues concerning evaluation research? Give tips to overcome them **07**
(b) 'Quality Training & Interpersonal Training are important factors for development'- Discuss **07**
- Q.4** (a) "HRD needs to be more competent and efficient in today's knowledge and information era": Give your comment and share your opinion **07**
(b) Please identify the different between Counseling, Mentoring and Coaching. Give suitable examples to justify **07**
- OR**
- Q.4** (a) In today's competitive scenario, organizations are facing common problem with the work competencies of newly recruited employee- How can HRD play a fruitful role for workplace competencies. What steps should be taken for an effective safety programs **07**
(b) Design an effective training program being an HRD Manager for your company, for middle level management to improve Leadership skills. Discuss the methods you would adopt to achieve your objective and why? **07**
- Q.5** (a) Give your comments and recommendations for Effective Performance Management System **07**
(b) Name different data collection methods. State the difference between any two **07**
- OR**
- Q.5** (a) Task Analysis Process – Discuss **07**
(b) Write a note on any TWO: a) Make v/s Buy b) Kinlaw Process c) Behavior Modeling Approach d) Apprenticeship Training Programme **07**
