

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-WINTER • 2014

Subject code: 2840301

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** (a) Give the meaning of Human Resource Development and state the various roles of an HRD professional. **07**
- (b) Explain the basic relationship between Human Resource Development and Human Resource Management. **07**
- Q.2** (a) What is the meaning of Need Analysis? Explain various levels of need analysis in brief. **07**
- (b) Explain the meaning of “Coaching” and state how “coaching analysis” can be used as a performance management tool. **07**
- OR**
- (b) Explain the meaning of Task Analysis and also explain the process of Task Analysis. **07**
- Q.3** (a) Explain various “Experiential training methods”. When should an HRD professional select experiential training methods for imparting training. **07**
- (b) What is the meaning of “Program announcements” and “program Outlines”. Prepare a specimen of both. **07**
- OR**
- Q.3** (a) “Selecting a trainer is the most tactful activity for an HRD professional”. Explain the validity of the statement. **07**
- (b) Explain the “Learning Process Model” of a trainee. **07**
- Q.4** (a) Explain and critically comment on “Kirkpatrick’s evaluation model” & “CIPP evaluation model.” **07**
- (b) Which are the various issues involved in career development of an employee? **07**
- OR**
- Q.4** (a) Why is “career management” important for all organizations? Explain the standard career management process. **07**
- (b) What are the various ethical issues concerned while evaluating a training program? **07**
- Q.5** (a) Explain the meaning of “Competency Mapping” and state the steps in the process of competency mapping. **07**
- (b) Explain the use of “Utility Analysis” in evaluating the training costs. **07**
- OR**
- Q.5** (a) What is the meaning of Management education? And explain various management experiences and trainings. **07**
- (b) Write Short notes on: **07**
- (i) Various interpersonal skills training
- (ii) Kinlaw Process
