

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-IV • EXAMINATION – SUMMER 2013****Subject Code: 840301****Date: 10-05-2013****Subject Name: Human Resource Development****Time: 14:30pm – 17:30pm****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) Define HRD. Explain the various evolution phases of HRD in brief. **07**

(b) Needs assessment involves organization, person, and task analysis. Which one analysis do you believe is most important and why? **07**

Q.2 (a) Explain in brief:- (i) On the Job Training Methods **07**
(ii) Career Management

(b) Explain the three primary functions of HRD, which were identified by the Pal McLagan in his study. **07**

OR

(b) Explain the pros and cons of using performance appraisal information when conducting a person needs analysis. **07**

Q.3 (a) Why should companies be interested in helping employees plan their careers? What benefits can companies gain? What are the risks? **07**

(b) Explain the things which are to conduct by Organization or Trainer for preparing training material? **07**

OR

Q.3 (a) What are the advantages of designing an HRD program in-house versus purchasing programs from vendors? **07**

(b) Explain, which things are to be considering at the time of scheduling the HRD program. **07**

Q.4 (a) Explain the five categories of classroom training method in brief. Identify two types of training programs a manager might not want to conduct in using a classroom format. **07**

(b) Explain the factors which are to be considering at the time of selecting the data collection method for HRD evaluation **07**

OR

Q.4 (a) Explain the various purpose of the HRD evaluation. **07**

(b) “In present scenario Self-paced or computer-based training programs are more popular.” Why? Explain the methods of self-paced or computer based training. **07**

Q.5 (a) What do you mean by Management Education? Discuss various management education activities, which are running in India. **07**

(b) Why the need of interpersonal skills training has increased in present corporate world? Explain three types of training that can be considered as interpersonal skills training. **07**

OR

Q.5 (a) If you were responsible for designing a basic skills/literacy training program, what approach would you take? How would you determine the effectiveness of this program? **07**

(b) What do you mean by poor performance? How the coaching discussion can be used to improve performance of the employees. **07**
