GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER–IV • EXAMINATION–SUMMER • 2014

Subject Code: 840301   **Date: 23-05-2014**
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)** Give the meaning of HRD and Explain its basic 3 functions   **07**
      (b) Explain in brief the framework for the HRD process.   **07**

Q.2 **(a)** In your opinion, what HRD skills or competencies does an HRD manager need? How are these skills and competencies learned?   **07**
      (b) Briefly describe the pros and cons of using performance appraisal information when conducting a person needs analysis   **07**
<center>**OR**</center>
      (b) Why is needs assessment so often not performed in many organizations?   **07**

Q.3 **(a)** Explain in brief the 3 activities (setting objectives, selecting the trainer, developing lesson plan) in designing the HRD interventions   **07**
      (b) Why do you suppose the five categories of classroom training are so popular in HRD   **07**
<center>**OR**</center>
Q.3 **(a)** Explain in brief the 3 activities (selecting methods, preparing materials, scheduling training) in designing the HRD interventions   **07**
      (b) What sorts of skills and knowledge do you think computer based training methods are well suited for/ poorly suited for?   **07**

Q.4 **(a)** What do the CIPP and Brinkerhoff models of evaluation add to evaluation that is not included in Kirkpatrick's model?   **07**
      (b) Explain Erikson's model and Levinson's Eras approach to adult development   **07**
<center>**OR**</center>
Q.4 **(a)** Explain various methods used for Data collection for HRD evaluation. What are the 3 vital issues to be considered for deciding on the data collection methods?   **07**
      (b) Explain Career Plateau. Briefly explain why individual's perception of being plateaued is important.   **07**

Q.5 **(a)** Compare and contrast management education, management training and on-the-job experiences. How can these be combined in a strategic management development program?   **07**
      (b) Explain the 3 basic categories of skills and technical training   **07**
<center>**OR**</center>
Q.5 **(a)** Explain competency mapping and competence assessment which an example   **07**
      (b) Explain in detail Safety and Quality training   **07**

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