| Seat No.: | Enrolment No. |
|-----------|---------------|
| Deat 110  | Emonition 10. |

## **GUJARAT TECHNOLOGICAL UNIVERSITY**

MBA - SEMESTER-IV • EXAMINATION - SUMMER 2013

| U          |            | 20de: 2840301 Date: 10-05   | -2013     |
|------------|------------|---|-----------|
| Subj       | ect N      | Name: Human resource Development  |           |
| Time       | e: 14:     | :30pm – 17:30pm Total Marl  | ks: 70    |
| Instru     | ctions     | :   |           |
|            |            | Attempt all questions.  |           |
|            |            | Make suitable assumptions wherever necessary.   |           |
| 0.4        |            | Figures to the right indicate full marks.   |           |
| Q.1        | (a)        | Which challenges to HRD professionals will directly affect your   | 07        |
|            | (T.)       | present or future working Environment?  | 0=        |
|            | <b>(b)</b> | Discuss in brief the task analysis process.   | 07        |
| Q.2        | (a)        | State the guidelines for developing useful objectives for the training  | 07        |
|            |            | or HRD program.   |           |
|            | <b>(b)</b> | Give the specimen (sample) of completed lesson plan for an  | 07        |
|            |            | experiential team building training program.  |           |
|            |            | OR  |           |
|            | <b>(b)</b> | Describe the five stage model of career development.  | <b>07</b> |
|            |            |   |           |
| Q.3        | (a)        | Suggest the guidelines for presentation by slides and overhead transparencies.  | 07        |
|            | (b)        | 'Questionnaires are most often used in HRD evaluation' Draft a questionnaire that might be used to gather participant feedback.  OR | 07        |
| Q.3        | (a)        | Suggest Tips to trainers for increasing effectiveness in training.  | 07        |
| Q.C        | (b)        | State Advantages & Limitations of any two data collection methods.  | 07        |
|            | (6)        | State Maranages & Emmanons of any two data concerton methods.   | 07        |
| Q.4        | (a)        | Explain the role on-the-job experience plays in a manager's development.  | 07        |
|            | <b>(b)</b> | Name any five categories of technical training programs. Explain  | 07        |
|            | (0)        | any one of them.  | 07        |
|            |            | OR  |           |
| <b>Q.4</b> | (a)        | State various communication skills required to be an effective coach.   | 07        |
| Q.4        | (b)        | State any seven recommendations for effective performance   | 07        |
| <b>~··</b> | (2)        | management systems.   | 0.        |
| Q.5        | (a)        | State the Meaning of Knowledge, Skill, Ability & other  | 07        |
| ~          | (44)       | Characteristics.  | 0,        |
|            | <b>(b)</b> | Explain: Job rotation, Mentoring & Succession planning.   | 07        |
|            | (10)       | OR  | 0,        |
| Q.5        | (a)        | State the steps in Job instruction training (JIT).  | 07        |
| ~          | (b)        | Explain with illustrations why continuing education for professionals   | 07        |
|            | (~)        | is important to both organizational & individual success.   |           |
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