Seat No.:	Enrolment No.
Deat 110	Emoment 10.

Subject Code: 840301

Subject Name: Human Resource Development

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION - SUMMER 2013

Date: 10-05-2013

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. 07 0.1 (a) Define HRD. Explain the various evolution phases of HRD in brief. (b) Needs assessment involves organization, person, and task analysis. Which 07 one analysis do you believe is most important and why? **Q.2** 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 07 Pal McLagan in his study. OR (b) Explain the pros and cons of using performance appraisal information when 07 conducting a person needs analysis. 0.3 (a) Why should companies be interested in helping employees plan their 07 careers? What benefits can companies gain? What are the risks? (b) Explain the things which are to conduct by Organization or Trainer for 07 preparing training material? OR **Q.3** (a) What are the advantages of designing an HRD program in-house versus purchasing programs from vendors? (b) Explain, which things are to be considering at the time of scheduling the 07 HRD program. (a) Explain the five categories of classroom training method in brief. Identify 0.4 two types of training programs a manager might not want to conduct in using a classroom format. (b) Explain the factors which are to be considering at the time of selecting the 07 data collection method for HRD evaluation 07 0.4 (a) Explain the various purpose of the HRD evaluation. "In present scenario Self-paced or computer-based training programs are 07 more popular." Why? Explain the methods of self-paced or computer based training. 0.5 (a) What do you mean by Management Education? Discuss various management 07 education activities, which are running in India. Why the need of interpersonal skills training has increased in present 07 corporate world? Explain three types of training that can be considered as interpersonal skills training. OR **Q.5** (a) If you were responsible for designing a basic skills/literacy training program, 07 what approach would you take? How would you determine the effectiveness of this program? (b) What do you mean by poor performance? How the coaching discussion can 07 be used to improve performance of the employees.