Seat No.: Enrolment No.
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## **GUJARAT TECHNOLOGICAL UNIVERSITY**

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2015

Su	bject	code: 2840301 Date: 05-05-2015		
	•	t Name: Human Resource Development (HRD)		
		10.30 am - 13.30 pm Total Marks: 70		
<ol> <li>Instructions:         <ol> <li>Attempt all questions.</li> <li>Make suitable assumptions wherever necessary.</li> <li>Figures to the right indicate full marks.</li> </ol> </li> </ol>				
Q.1	(a) (b)	Define HRD. Discuss a framework for the HRD process. What is the role of an individual and of managers in Career Management under HRD	07 07	
Q.2	(a)	Which are the challenges to HRD professionals that will directly affect present or future work environment?	07	
	<b>(b)</b>	Discuss the 5 stage model of Career Development with suitable example  OR	07	
	<b>(b)</b>	Discuss the techniques for effective training and effective coaching under HRD	07	
Q.3	(a) (b)	Explain JIT ( Job Instruction Training) with an example Importance and role of Competency Mapping under HRD  OR	07 07	
Q.3	(a)	What are ethical issues concerning evaluation research? Give tips to overcome them	07	
	<b>(b)</b>	'Quality Training & Interpersonal Training are important factors for development'- Discuss	07	
Q.4	(a)	"HRD needs to be more competent and efficient in today's knowledge and information era": Give your comment and share your opinion	07	
	<b>(b)</b>	Please identify the different between Counseling, Mentoring and Coaching. Give suitable examples to justify  OR	07	
Q.4	(a)	In today's competitive scenario, organizations are facing common problem with the work competencies of newly recruited employee- How can HRD play a fruitful role for workplace competencies. What steps should be taken for an effective safety programs	07	
	<b>(b)</b>	Design an effective training program being an HRD Manager for your company, for middle level management to improve Leadership skills. Discuss the methods you would adopt to achieve your objective and why?	07	
Q.5	(a)	Give your comments and recommendations for Effective Performance Management System	07	
	<b>(b)</b>	Name different data collection methods. State the difference between any two <b>OR</b>	07	
Q.5	(a) (b)	Task Analysis Process – Discuss Write a note on any TWO: a) Make v/s Buy b) Kinlaw Process c) Behavior Modeling Approach d) Apprenticeship Training Programme	07 07	

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