Seat No.:	Enrolment No.

## **GUJARAT TECHNOLOGICAL UNIVERSITY**

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2015

Su	ıbject	Code: 840301 Date: 05-05-2015	
Su	ıbject	Name: Human Resource Development (HRD)	
Ti	me: 1	10.30 am - 13.30 pm Total Marks: 70	
Ins	structio		
	1. 2. 3.	ı v	
Q.1	(a)	Discuss Human Resource Development. Which type of skills and competencies does an HRD manager required to perform efficiently.	07
	<b>(b)</b>	Discuss in brief the Person Analysis.	07
Q.2	(a)	What are the key activities involved in designing an effective HRD Program. What are advantages of designing an HRD Program?	07
	<b>(b)</b>	Describe the five stages model of career development.  OR	07
	<b>(b)</b>	Describe the purpose of HRD evaluation.	07
Q.3	(a) (b)	What are the ethical considerations in conducting evaluation research? Explain. Explain in detail training delivery methods and their techniques.	07 07
Q.3	(a)	<b>OR</b> Discuss the advantages and disadvantages of on-the-job training and off-the-job training. Discuss any two off-the-job training.	07
	<b>(b)</b>	Discuss the role of new technologies in training program and how it has an impact on the HRD practitioner.	07
Q.4	(a)	Describe the four levels of evaluating an HRD program given by Kirkpattrick with a suitable example.	07
	<b>(b)</b>	What are the roles played by management education in preparing a manager?  OR	07
Q.4	(a)	If you are responsible for designing a basic skill training program, what approach would you adopt and why?	07
	<b>(b)</b>	What are the different forms of management education? In your opinion which forms is the best form of management education. Why?	07
Q.5	(a) (b)	Discuss the steps in Job Instruction Training (JIT).  Explain performance management. What are recommendations for effective	07 07
	. ,	performance management system?	
<u> </u>		OR	
Q.5	(a)	Write short note on: 1. Competency Mapping	07
	<b>(b)</b>	2. Behavior modeling approach What are the skills required for providing a coaching? Explain in detail.	07

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