

**GUJARAT TECHNOLOGICAL UNIVERSITY****M.B.A -IV<sup>th</sup> SEMESTER-EXAMINATION – MAY- 2012****Subject code: 840301****Date: 19/05/2012****Subject Name: Human Resource Development (HRD)****Time: 10:30 am – 01:30 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) Define HRD. Explain the functions of Human Resource Development. **07**  
 (b) What is need assessment? Why it is necessary in an organization to conduct training? **07**

**Q.2** (a) “Defining the objectives of a training or HRD program is one of the important things for an HRD professional”. Explain the statement & why it is important? **07**  
 (b) Define the challenges which Organization & HRD professional’s faces in present and up-coming scenario. **07**

**OR**

(b) What steps are included in HRD process? Which step do you think most important and why? **07**

**Q.3** (a) Explain the factors which are to be considering before the taking decision to buy a training program from outside source. **07**  
 (b) Suppose you have appointed an HRD Executive in an organization, than how you perform a task analysis process? **07**

**OR**

**Q.3** (a) Why should HRD needs, once identified, be prioritized? What are the benefits, if any, of obtaining the participation of a variety of organization members in the prioritization process? **07**

(b) If you have appointed a trainer for an executive training program, than which things you want of cover in your lesson plan to deliver the training program. **07**

**Q.4** (a) Define Job Instruction Training (JIT). Explain the steps of JIT, which helps the trainer to deliver the training program. **07**

(b) Describe the four levels of evaluation that make up Kirkpatrick’s framework of evaluation. **07**

**OR**

**Q.4** (a) State and justify your opinion regarding the effectiveness of the lecture method. What can be done to ensure a lecture in effective? **07**

(b) Describe the ethical considerations in conducting evaluation research. How do these factors affect the evaluation effort? **07**

**Q.5** (a) Explain how management education prepares a manager for his or her role. What are the different forms of management education? **07**

(b) What is meant by the term performance management, and how is this different from the performance appraisal practices that are common in many organizations? **07**

**OR**

**Q.5** (a) What approach would you take for designing a basic skills/literacy training program? How would you determine the effectiveness of this program? **07**

(b) Why should companies be interested in helping employees plan their careers? What benefits can companies gain? What are the risks? **07**

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