Seat No.: _____   Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER–IV • EXAMINATION – SUMMER 2013

Subject Code: 840301   **Date: 10-05-2013**

Subject Name: Human Resource Development

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.**

Q.1 **(a)** Define HRD. Explain the various evolution phases of HRD in brief.   **07**

(b) Needs assessment involves organization, person, and task analysis. Which one analysis do you believe is most important and why?   **07**

Q.2 **(a)** 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 Pal McLagan in his study.   **07**

OR

(b) Explain the pros and cons of using performance appraisal information when conducting a person needs analysis.   **07**

Q.3 **(a)** Why should companies be interested in helping employees plan their careers? What benefits can companies gain? What are the risks?   **07**

(b) Explain the things which are to conduct by Organization or Trainer for preparing training material?   **07**

OR

Q.3 **(a)** What are the advantages of designing an HRD program in-house versus purchasing programs from vendors?   **07**

(b) Explain, which things are to be considering at the time of scheduling the HRD program.   **07**

Q.4 **(a)** Explain the five categories of classroom training method in brief. Identify two types of training programs a manager might not want to conduct in using a classroom format.   **07**

(b) Explain the factors which are to be considering at the time of selecting the data collection method for HRD evaluation   **07**

OR

Q.4 **(a)** Explain the various purpose of the HRD evaluation.   **07**

(b) "In present scenario Self-paced or computer-based training programs are more popular." Why? Explain the methods of self-paced or computer based training.   **07**

Q.5 **(a)** What do you mean by Management Education? Discuss various management education activities, which are running in India.   **07**

(b) Why the need of interpersonal skills training has increased in present corporate world? Explain three types of training that can be considered as interpersonal skills training.   **07**

OR

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

(b) What do you mean by poor performance? How the coaching discussion can be used to improve performance of the employees.   **07**

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