

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (AM) – SEMESTER – 8 • EXAMINATION – WINTER - 2018

Subject Code: 4180509

Date: 22/11/2018

Subject Name: Human Resource Development

Time: 10:30 am to 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) Briefly explain the challenges to be faced by HRD Professionals. **07**
(b) Define the term task analysis. Explain the sources of data for task analysis. **07**
Explain how task analysis is accomplished.
- Q.2** (a) Discuss the difference between Training, Education and Development. How does each one of them contribute to Human Resource Development? Explain. **07**
(b) What are the three essential features of an effective HRD or training program objective? Explain in detail and also describe why each one is so important? **07**
- OR**
- (b) Which are the various issues involved in career development of an employee? **07**
- Q.3** (a) Explain the meaning of “Competency Mapping” and state the steps in the process of competency mapping. **07**
(b) Discuss any three qualities of useful objectives of the HRD. **07**
- OR**
- Q.3** (a) Explain various Classroom training methods and techniques. **07**
(b) Discuss Ten steps towards an effective training program. **07**
- Q.4** (a) Detail different training methods and explain in which conditions one should use which training method. **07**
(b) How do you feel about attending a classroom training schedule after lunch? **07**
What can a trainer do to make it more effective and interesting?
- OR**
- Q.4** (a) Define HRD evaluation and state purpose of HRD evaluation. **07**
(b) Discuss the need for Management Development Program. What are requisites for the success of Management Development Program? **07**
- Q.5** (a) Explain various types of management development programs. **07**
(b) Describe various employee assistance programs available in the organizations. **07**
- OR**
- Q.5** (a) Discuss Coaching analysis. **07**
(b) What is meant by term performance management and how it is different from the performance appraisal? **07**
