

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

**Subject Code: 2840301****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) Which challenges to HRD professionals will directly affect your present or future working Environment? **07**  
(b) Discuss in brief the task analysis process. **07**

- Q.2** (a) State the guidelines for developing useful objectives for the training or HRD program. **07**  
(b) Give the specimen (sample) of completed lesson plan for an experiential team building training program. **07**

**OR**

- (b) Describe the five stage model of career development. **07**

- Q.3** (a) Suggest the guidelines for presentation by slides and overhead transparencies. **07**

- (b) 'Questionnaires are most often used in HRD evaluation' Draft a questionnaire that might be used to gather participant feedback. **07**

**OR**

- Q.3** (a) Suggest Tips to trainers for increasing effectiveness in training. **07**  
(b) State Advantages & Limitations of any two data collection methods. **07**

- Q.4** (a) Explain the role on-the-job experience plays in a manager's development. **07**

- (b) Name any five categories of technical training programs. Explain any one of them. **07**

**OR**

- Q.4** (a) State various communication skills required to be an effective coach. **07**

- Q.4** (b) State any seven recommendations for effective performance management systems. **07**

- Q.5** (a) State the Meaning of Knowledge, Skill, Ability & other Characteristics. **07**

- (b) Explain: Job rotation, Mentoring & Succession planning. **07**

**OR**

- Q.5** (a) State the steps in Job instruction training (JIT). **07**

- (b) Explain with illustrations why continuing education for professionals is important to both organizational & individual success. **07**

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