

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER – 4 • EXAMINATION – WINTER 2015

Subject Code: 2840301**Date: 02/12/2015****Subject Name: Human Resource Development (HRD)****Time: 02.30 PM TO 05.30 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)** Explain the framework for the HRD process. **07**
(b) Explain the various levels of needs analysis. **07**
- Q.2 (a)** Describe the training approaches used in the organization with proper examples. **07**
(b) What is Task analysis? Explain how task analysis is accomplished. **07**
- OR**
- (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**
- Q.3 (a)** Explain various Classroom training methods and techniques. **07**
(b) Describe levels of Kirkpatrick's training Evaluation frame work. **07**
- OR**
- Q.3 (a)** Explain the ethical issues concerning evaluation of research **07**
(b) Explain various issues evolved while designing training program. **07**
- Q.4 (a)** Explain various types of management development programs. **07**
(b) Discuss various steps involved in effective training programs. **07**
- OR**
- Q.4 (a)** Explain the stages of life and associated career development **07**
(b) Explain various roles of Change agents. **07**
- Q.5 (a)** Explain the steps of supervisors for conducting a coaching analysis concerning employee performance. **07**
(b) Explain various components of employee counseling programs. **07**
- OR**
- Q.5 (a)** Describe various employee assistance programs available in the organizations. **07**
(b) Describe various data collection methods for HRD evaluation **07**
