Seat No.: _____ Enrolment No._____

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**

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