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

Subj	ect	Code:840301 Date: 02/12/20	15
Subj	ject	Name: Human Resource Development	
		.30 PM TO 05.30 PM Total Marks	: 70
Instru			
		Attempt all questions. Make suitable assumptions wherever necessary. Figures to the right indicate full marks.	
Q.1	(a)	According to McLagan, "HRD Professionals perform at least nine distinct roles" Describe it.	07
	(b	Discuss in brief the task analysis process.	07
Q.2	(a) (b)	Discuss any five methods of classroom training in brief. Importance and role of Competency Mapping under HRD OR	07 07
	(b)	Discuss the 5 stage model of Career Development with suitable example	07
Q.3	(a) (b)	State positive outcomes of successful apprentice programs. Identify and describe the different types of need and also the levels of need analysis. Explain what is measured at the different level of need analysis OR	07 07
Q.3	(a)	Explain how management education prepares a manager for his or her role. What are the different forms of management education?	07
	(b)	Deliberate when and why certain HRD programs are conducted On-Site and certain programmes are conducted Off-Site?	07
Q.4	(a)	What is the purpose of self Report data? What are three serious problems/ biases?	07
	(b)	What is meant by term performance management and how it is different from the performance appraisal? OR	07
Q.4	(a)	'Questionnaires are most often used in HRD evaluation' Draft a questionnaire that might be used to gather participant feedback.	07
	(b)	Explain: Job rotation, Mentoring & Succession planning.	07
Q.5	(a)	Discuss Maslow's need hierarchy theory in relation to productivity and motivation in pharma Sector	07
	(b)	Analyse the inter-relation between Total Quality Management (TQM) and Human Resource Development.	07
Q.5	(a)	OR Why should companies be interested in helping employees plan their	07
Q.5	(a) (b)	careers? What benefits can companies gain? What are the risks? You are the HRD manager of ABC Ltd. You have to design an HRD	07
	(U)	program for the middle level management to improve their leadership skill. Which training methods you would use and why?	07
