

Seat No.: \_\_\_\_\_

Enrolment No. \_\_\_\_\_

# GUJARAT TECHNOLOGICAL UNIVERSITY

M.B.A. Sem - IV Examination May 2011

Subject code: 840301

Subject Name: Human Resource Development

Date: 21/05/2011

Time: 02.30 pm – 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) According to McLagan, “HRD Professionals perform at least nine distinct roles” Describe it. **07**  
(b) Discuss a framework for the HRD process. **07**
- Q.2** (a) Discuss the components of a strategic/organizational needs analysis. **07**  
(b) Discuss the steps in task analysis process. **07**  
**OR**  
(b) Discuss the individual’s roles and the manager’s responsibility in career management. **07**
- Q.3** (a) Discuss any three qualities of useful objectives of the HRD **07**  
(b) Write a detailed note on “Make v/s Buy” decision: Creating or purchasing HRD programs. **07**  
**OR**
- Q.3** (a) Explain in brief:- **07**  
Program Announcements, Program Outlines and Training Manuals or text books.  
(b) Discuss options of scheduling HRD programs during work hours and after work hours. **07**
- Q.4** (a) Discuss any five methods of classroom training in brief. **07**  
(b) Describe any three ethical considerations in conducting evaluation research. **07**  
**OR**
- Q.4** (a) Define HRD evaluation and state purpose of HRD evaluation. **07**  
(b) Discuss experiential methods of training. **07**
- Q.5** (a) State positive outcomes of successful apprentice programs. **07**  
(b) Describe steps for supervisors to use to conduct a coaching analysis concerning employee performance. **07**  
**OR**
- Q.5** (a) What is meant by term performance management and how it is different from the performance appraisal? **07**  
(b) Explain sources offering continuing education opportunities to professionals. **07**

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