Seat No.: _____   **www.FirstRanker.com**   Enrolment No. **www.FirstRanker.com**

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**

****