

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA– SEMESTER - IV-EXAMINATION- SUMMER-2023

Subject Code: 4549232**Date: 27/06/2023****Subject Name: Human Resource Planning & Development****Time: 10:30 AM TO 01:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make Suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1** (a) Explain Knowledge management in detail. **07**
 (b) Explain different theories of Learning? **07**
- Q.2** (a) Define term HRD. Explain in detail role and competencies of HRD professionals **07**
 (b) What is Task Analysis? What are the different methods available to conduct task analysis? **07**
- OR**
- (b) Explain how you would apply Kirkpatrick's model for evaluating training program **07**
- Q.3** (a) Explain in detail approaches of HRD program evaluation. **07**
 (b) Describe in detail training evaluation process adopted by organization. **07**
- OR**
- Q.3** (a) Define term learning. Discuss in detail barriers in learning process. **07**
 (b) Discuss in detail ethical issues faced in HRD program evaluation. **07**
- Q.4** (a) Suppose you are a restaurant manager and the waiters are irregular for serving the customers on the time. Conduct a coaching analysis for these waiters to improve their performance. **07**
 (b) Define term coaching. Describe in detail process given by Fournier for conducting coaching analysis concerning employee's performance. **07**
- OR**
- Q.4** (a) Discuss the components of a strategic/organizational needs analysis. **07**
 (b) What is the purpose of HRD need assessment? Explain in detail levels of need Assessment **07**
- Q.5** (a) What do you think that role playing method was more effective than classroom Training method? **07**
 (b) Give your views on – HRD is essential in the organization or not? Why? **07**
- OR**
- Q.5** (a) What are the key activities involved in designing an effective training program? **07**
 (b) Define term competency mapping. Discuss in detail key components of competency mapping. **07**
