

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA PART TIME - SEMESTER-V EXAMINATION – WINTER 2020****Subject Code:4559932****Date:05/01/2021****Subject Name:Specialization-HRM_Human Resources Planning & Development (HRPD)****Time:10:30 AM TO 12.30 PM****Total Marks: 47****Instructions:**

1. Attempt any two questions from Q1 to Q4.
2. Q5 & Q6 are compulsory.
3. Make suitable assumptions wherever necessary.
4. Figures to the right indicate full marks.

Q. 1. Explanation of Terms/Concepts with Examples (2 Marks Each):	Marks
(a) a) Succession Planning	06
b) Career Path	
c) Task Analysis	
(b) a) Organizational Socialization	06
b) Human Resource Development	
c) Employee Training	
Q.2 (a) Suppose that you are the recruitment manager for a medium sized bank. One of your best recruiter appears to be unmotivated. What might expectancy theory suggest in causing the drop in the employee's performance? Using the same, develop recommendations for helping to improve the recruiter's performance?	06
(b) Discuss the issues in career development process?	06
Q.3 (a) Stress management interventions commonly focus on helping employees find ways to deal with the stressors in their lives. But some experts believe organizations should modify jobs rather than training on coping of stress. What is your opinion on this matter?	06
(b) Explain the ethical issues concerning training evaluation research?	06
Q.4 (a) Give your views on – HRD is essential in the organization or not? Why?	06
(b) Explain how management education prepares a manager for his or her	06

organization should send its managers to an executive MBA program.

- Explain why continuing education for professionals is important to both organizational and individual success? Also explain the program options available for professional development and education?
- Q. 5. (a) 06
(b) How can the andragogy be applied to enhance the application of adult learning in HRD? 05

OR

- Q. 5. (a) Discuss the steps in task analysis process. 06
Using your knowledge of the stages of life and career development, explain how the career of a Twenty-seven-year-old differs from those of a forty-five-year-old. What are the organizational Implications of the issues you identified? 05
- (b)

- Q.6 One day, the director of training at EyeNation got a call suggesting that top executives were looking to improve the company's bottom line and couldn't find enough tangible evidence that the company's training programs were producing a measurable return on the company's investment. Top management at this optical retailer understood that employee training was important, but they wanted to know what evidence was available to show that there was in fact a payoff to the organization from the money being spent on training. The phone conversation ended with a challenge: "What are you going to do about this?"
- (a) If you were the director of training in this situation, what measures would you like to have available before you responded to top management? 06
- (b) Why did you pick the measures that you did? 06

OR

- (a) What types of evidence do you think management would find convincing that training was having a positive impact on the organization? 06
- (b) How would you go about collecting the data for the measures you selected? 06
