

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER –IV-EXAMINATION – WINTER-2022

Subject Code: 4549232**Date: 15/12/2022****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.

Q.1 Explain the following terms: (14)

- (a) Coaching
- (b) Human Resource Development
- (c) Career Planning and Development
- (d) Utility Analysis
- (e) Employee Training
- (f) Learning
- (g) Employee Counselling

Q.2 (a) Define term HRD. Explain in detail role and competencies of HRD professionals (7)

(b) Define term learning. Discuss in detail barriers in learning process. (7)

OR

(b) What is the purpose of HRD need assessment? Explain in detail levels of need Assessment. (7)

Q.3 (a) What are the key activities involved in designing an effective training program? (7)

Explain in detail advantages of designing HRD programs inhouse.

(b) What do you think that role playing method was more effective than classroom Training method? (7)

OR

- Q.3** (a) Define term competency mapping. Discuss in detail key components of competency mapping. (7)
- (b) Define term coaching. Describe in detail process given by Fournier for conducting coaching analysis concerning employee's performance. (7)

- Q.4** (a) Discuss in detail ethical issues faced in HRD program evaluation. (7)
- (b) Explain how you would apply kirkpatrick's model for evaluating training program. (7)

OR

- Q.4** (a) Explain in detail approaches of HRD program evaluation. (7)
- (b) Describe in detail training evaluation process adopted by organisation. (7)

Q.5 As an HRD Practitioner of ABC Ltd Company top executive asked you to improve interpersonal and decision making skill of middle level executive of the Company. As an HR practitioner analyse the situation and answers the below given questions:

- (a) As an HR practitioner of the the company which training method is suitable for above given situation? (7)
- (b) What are the key issues that you should be address in design, conduct and evaluation of training program? (7)

OR

- (a) What specific skill do you bring to trainer for the program as an HRD practitioner? (7)
- (b) What do you consider the key criteria for training to be effective as HR professional of ABC Ltd? (7)
