Seat No.: _____   Enrolment No._____

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**

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