

Seat No. /Enrollment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA SEMESTER- IV - EXAMINATION-SUMMER-2024

Subject Code: 4549232

Date: 29/04/2024

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.

		Marks
Q-1	Explain the following terms:	(14)
	1) Strategic Analysis	
	2) Potential Appraisal	
	3) Assessment Centre	
	4) Behaviour Modelling	
	5) Glass Ceiling Effect	
	6) Learning	
	7) Kinlaw Process	
Q-2	(a) Define term Human Resource Development. What are the skills or competencies does an HRD manager required to perform efficiently?	(7)
	(b) Describe need assessment and different levels of need assessment along with suitable Examples highlighting why HRD needs should be prioritized?	(7)
OR		
	(b) Performance Management system is a key for all H.R. process. Explain the statement in the light of process of Performance Management System and ways for making it effective.	(7)

- Q-3 (a)** Define Human Resource Development. Which role does an HRD manager perform in an organisation? (7)
- (b)** Explain in detail relevant examples of the ethical considerations to be taken in conducting evaluation research. (7)

OR

- Q-3 (a)** Design a hypothetical training program briefing the process of training and validating the various methods of training which could be employed for managerial level executive. (7)
- (b)** You have been asked to evaluate technical training programme given by a team of technical experts in your organization. Explain how you would go about by applying Kirkpatrick's model. Which data collection methods do you think will be most appropriate in collecting the same? Justify your answer. (7)

- Q-4 (a)** Define term coaching. Briefly discuss any hypothetical organizational example of coaching and elaborate on steps given by Fournies for conducting coaching analysis concerning employees performance. (7)
- (b)** Discuss in detail three approaches to management education with their pros and cons. Under which condition would you recommend that an organization send its managers to an executive MBA program? (7)

OR

- Q-4 (a)** Why skill training programs are important for the long-term vitality of organization explain. if you were HR manager and responsible for designing basic skills / literacy training program, what approach would you take? How would you determine effectiveness of this programme? (7)
- (b)** What are the key activities involved in designing an effective training program? Explain in detail pros and cons of designing HRD programs in house. (7)

Q-5 Radhe is a FMCG company. The company was initially operating in India only but now they are thinking to expand its market in America, Singapore as well. The HR manager was not sure how he should carry out the global HRD operation in abroad. He was not sure how to hire a person who would be able to operate global operations but still be local at heart. He therefore looked for the reference method and hired a client who has been associated with the company for a long period of time. He has worked as a Global HRD manger in FMCG company. The Global HRD Manager joined the organization as it offered a hefty salary but was in a dilemma how to make organization profitable.

- Q-5 (a)** Discuss in detail problem of this case and also discuss key facts of case. **(7)**
- (b)** Explain in detail challenges faced by global HRD manager with reference to the case. **(7)**

OR

- Q-5 (a)** As an HRD manager of the company which method would you have adopted to hire global HRD manager? **(7)**
- (b)** What kind of recruitment policy should organisation use for hiring global HRD manager? **(7)**
