

Seat No. /Enrollment No. _____

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

Subject Code: 4549232

Date: 13/12/2024

Subject Name: Human Resource Planning & Development

Time: 02:30 PM TO 05:30 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.

Que.No.		Marks
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Q.1	Explain the following terms:	(14)
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- (a) Individual appraisal
- (b) Assessment centre
- (c) Utility analysis
- (d) Socialization process
- (e) Knowledge management
- (f) Competencies of HRD Professional
- (g) Management Development

Q.2	(a) What is HRD? Discuss in detail emerging role and competencies of HRD professional in context of India.	(7)
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(b)	Define term learning. Discuss in detail potential barriers in learning.	(7)
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OR

(b)	Briefly Differentiate HRM and HRD. Discuss in detail functions of HRD.	(7)
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Q.3	(a) As an HRD manager of XYZ ltd give your opinion about should company make or buy HRD programs with its pros and cons.	(7)
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- (b) Explain different types of experimental training methods used by trainers for participants involvement in training with its pros and cons. (7)

OR

- Q.3 (a)** Why need assessment is necessary in organisation? Discuss four level of need assessment in detail. (7)

- (b) Briefly discuss role play method and class room training method with its advantages and disadvantages. (7)

- Q.4 (a)** As an HRD manager of ABC Ltd. Discuss current and future international trends of HRD in context of India. (7)

- (b) What is training? Explain in detail training evaluation process. (7)

OR

- Q.4 (a)** Suppose you are marketing manager of Aniket Ltd. and your sales team are not achieving targets on time. Prepare coaching analysis for sales team to improving their performance. (7)

- (b) What is management development? Differentiate management training and management development in detail. (7)

- Q.5** As a training head of Ankit Ltd you got a call from top management that they were looking to improve company's bottom line employees and they were not able to measure that company's training programmes producing a return on company's investment. Top management knows that training is key tool for enhancing employees performance and developing new skills but there is no evidence that company get payoff for money spend on training. The phone conversation ended with challenge: as a training head of company what are you going to do about this situation?

- (a) As a training head of company how do you prove that training had positive impact on company? (7)

- (b) "Training is investment not an expense" Give your views and Explain this statement in context of this case. (7)

OR

- (a) What measures would you like to have available before you responded to management if you were training head of company? (7)

- (b) Assume you are training head of company what type of training method would you like to use to provide training to bottom line employee? (7)
