

Enrollment No./Seat No.:

GUJARAT TECHNOLOGICAL UNIVERSITY
BBA - SEMESTER - V EXAMINATION - WINTER 2025

Subject Code: 1550104

Date: 18-11-2025

Subject Name: Human Resource Development

Time: 10:30 AM to 1:00 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 Attempt Any 7	14
(a) Illustrate the key roles of an HRD professional. (b) Describe any two functions of HRD. (c) What are trainee characteristics that influence learning effectiveness? (d) Define “transfer of training” with an example. (e) What is the importance of mentoring in promoting diversity? (f) Explain the need for globally competent managers. (g) Define coaching and discuss its importance in HRD. (h) What is the main objective of employee assistance programs (EAPs)?	
Q.2 Multiple Choice Questions (All Compulsory)	14
(1) The HRD framework includes which of the following stages? a) Planning – Execution – Evaluation b) Hiring – Appraisal – Promotion c) Orientation – Dismissal – Exit interview d) Selection – Induction – Transfer (2) Competencies of HRD professionals include: a) Auditing and taxation skills b) Coaching and consulting skills c) Accounting skills d) Hardware skills (3) Learning is best defined as: a) A permanent change in behavior through experience b) Memorizing facts c) Completing assignments d) Attending training sessions	

- (4) Training design should primarily ensure:
- a) Low cost
 - b) Maximum learning transfer
 - c) Minimum duration
 - d) High entertainment value
- (5) Socialization helps employees to:
- a) Leave the organization
 - b) Adjust to organizational culture
 - c) Neglect job roles
 - d) Focus on pay only
- (6) A globally competent manager is one who:
- a) Understands global markets and cross-cultural differences
 - b) Works only locally
 - c) Avoids change
 - d) Focuses only on domestic laws
- (7) Employee counseling helps to:
- a) Address employee personal and work-related issues
 - b) Increase absenteeism
 - c) Promote conflicts
 - d) Avoid performance appraisals
- (8) Stress management interventions aim to:
- a) Reduce job stress and enhance well-being
 - b) Increase workload
 - c) Eliminate training
 - d) Avoid counseling
- (9) Employee wellness programs emphasize:
- a) Physical and mental health improvement
 - b) Salary increase
 - c) Job rotation
 - d) None of these
- (10) The socialization process outcome is:
- a) Improved employee adjustment and performance
 - b) Reduced job knowledge
 - c) Increased conflict
 - d) None of these
- (11) A major recent development in learning includes:
- a) E-learning platforms
 - b) Manual training
 - c) Factory visits
 - d) None of these

(12) The evolution of HRD began primarily from which discipline?

- a) Finance
- b) Organizational psychology
- c) Engineering
- d) Statistics

(13) HRD mainly focuses on:

- a) Payroll processing
- b) Employee development
- c) Recruitment
- d) Industrial relations

(14) The model of employee behavior is influenced by:

- a) Salary only
- b) External and internal factors
- c) Recruitment policies
- d) None of the above

Q.3 (a) Illustrate the challenges faced by HRD professionals in today's competitive environment. **07**

(b) Discuss how HRD functions contribute to organizational culture building. **07**

OR

(a) Mention the impact of technology on modern learning processes. **07**

(b) Examine how training design impacts the transfer of training in organizations. **07**

Q.4 (a) Explain how globalization has influenced managerial competency development. **07**

(b) Apply career development theories to improve employee engagement. **07**

OR

(a) Apply coaching techniques to improve poor employee performance. **07**

(b) Examine the role of HRD professionals in implementing counseling programs. **07**

Q.5 (a) Evaluate the impact of wellness programs on absenteeism and turnover. **07**

(b) Explain the process of management development with examples from multinational firms. **07**

OR

(a) Evaluate recent developments like AI and micro-learning in HRD. **07**

(b) Analyze the relationship between HRM and HRD in achieving organizational objectives. **07**
