

Enrollment No.: _____

Seat No.: _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER - IV EXAMINATION - WINTER 2025

Subject Code: 4549232

Date: 17-12-2025

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.

- Q.1 Define the following terms: [14]**
- 1) Knowledge Management.
 - 2) HRD evaluation
 - 3) Role Analysis
 - 4) State the meaning of HRD climate
 - 5) Meaning of HRD
 - 6) Explain the meaning of Competency & Career planning
 - 7) Utility Analysis
- Q.2 a) Explain framework for HRD Process in detail [07]**
b) Design an effective training program being an HRD Manager for your company [07]
for middle level management to improve Leadership skills. Discuss method you would adopt to achieve your objective.
- OR**
- b) In your opinion, what HRD skills or competencies should a HRD manager [07]**
possess?
- Q.3 a) What is the purpose and methods of HRD need assessment? Explain in detail [07]**
levels of need Assessment
- b) Suppose you are a restaurant manager and the waiters are irregular for serving the [07]**
customers on time. Conduct a coaching analysis for these waiters to improve their performance.
- OR**
- Q.3 a) Describe various on –the – job and off – the –job methods of training [07]**
b) What are the advantages of designing an HRD program in- house versus [07]
purchasing program from vendors?
- Q.4 a) Describe the Four Levels of evaluation that make up Kirkpatrick’s framework of [07]**
evaluation. Use the example of any programmer/ class room training attended by you to elaborate at each level.
- b) What is Task Analysis? What are the different methods available to [07]**
Conduct task analysis?
- OR**
- Q.4 a) Discuss the components of a strategic/organizational needs analysis. [07]**

- b) Discuss the need for Management Development Program. What are requisites for the success of Management Development Program? [07]

Q.5 Case Study

TechPro Solutions, a leading IT services company. TechPro Solutions demands language skill and proficiency in multiple languages, proper communication skills with the clients involving emailing, online video conferencing, and formal written communications. Special skills needed are technical communication, negotiation and financial closure with tech clients. Middle to top level employees should be very well versed with business analytics tools and techniques for management reporting and decision making. TechPro Solutions recognizes the importance of career planning and training programs in nurturing talent and fostering employee growth. This case study explores the company's approach to career planning and the successful implementation of training programs.

Background: TechPro Solutions operates in a dynamic industry where skills and technologies evolve rapidly. The company values employee development and seeks to provide opportunities for career advancement and skill enhancement. To achieve this, TechPro Solutions emphasizes career planning and invests in training programs tailored to employee needs.

- a) Discuss the importance of career planning for employee development and organizational success at TechPro Solutions. How does career planning contribute to employee engagement and retention? [07]
- b) Explain the process of individual development planning (IDP) at TechPro Solutions. How does the company ensure alignment between employees' career goals and organizational objectives? [07]

OR

- a) Identify the steps involved in implementing training programs at TechPro Solutions. How does the company ensure that training programs address the specific needs of employees and the organization? [07]
- b) Evaluate the effectiveness of TechPro Solutions' approach to training program evaluation. What are the key factors that contribute to successful training program evaluation, and how can the company further improve its evaluation processes? [07]
