

Enrollment No: \_\_\_\_\_

Exam Seat No: \_\_\_\_\_

# C.U.SHAH UNIVERSITY

## Summer Examination-2018

**Subject Name :** Human Resources Development

**Subject Code :** 5MS04HRD1

**Branch:** M.B.A.

**Semester :** 4      **Date :** 03/05/2018

**Time :** 10:30 To 01:30

**Marks :** 70

### Instructions:

- (1) Use of Programmable calculator and any other electronic instrument is prohibited.
  - (2) Instructions written on main answer book are strictly to be obeyed.
  - (3) Draw neat diagrams and figures (if necessary) at right places.
  - (4) Assume suitable data if needed.
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### SECTION – I

- Q-1      Attempt the Following questions      (07)**
- a. Define the term, 'Workforce Diversity'.      01
  - b. What do you mean by 'Need Assessment'?      01
  - c. State the full form of CBT.      01
  - d. Define the term 'Job Enrichment.      01
  - e. Define 'Human Resource Development'.      01
  - f. Define the term 'Learning'.      01
  - g. State the term, 'Pedagogy.      01
- Q-2      Attempt all questions      (14)**
- a. Explain Framework for the HRD Process.      07
  - b. State the need and importance of effective HRD Programs in this fast changing world.      07
- OR**
- Q-2      Attempt all questions      (14)**
- a. Explain the Herzberg's Two-Factor Theory of Motivation.      07
  - b. Elaborate the Role of Human Resource Development Professional in an Organization.      07
- Q-3      Attempt all questions      (14)**
- a. Explain any two types of On the Job Training Methods in detail.      07
  - b. Describe Maslow's Hierarchy of Need Theory in detail.      07
- OR**
- Q-3      Attempt all questions**
- a. Explain any two Classroom Training Methods with its advantages and disadvantages.      07
  - b. Describe any one HRD Evaluation Model in detail.      07



## SECTION – II

- Q-4**      **Attempt the Following questions**      **(07)**
- a. Define the term 'Job Analysis'.      01
  - b. Describe any two objectives behind imparting training to the employees.      01
  - c. Define the term 'Coaching'.      01
  - d. Define the term 'Counseling'.      01
  - e. State the full form of 'OD'.      01
  - f. Define the term 'Management Development'.      01
  - g. What is your understanding on Competency Mapping?      01
- Q-5**      **Attempt all questions**      **(14)**
- a. Discuss the steps involved in Coaching Analysis.      07
  - b. How do you select a trainer? Highlight key aspects behind the same.      07
- OR**
- Q-5**      **Attempt all questions**
- a. .Write a note on Employee Orientation Program.      07
  - b. Describe the objectives behind evaluating HRD programs in an Organization.      07
- Q-6**      **Attempt all questions**      **(14)**
- a. Write a note on 'Performance Management'.      07
  - b. What skills are needed in managers for Effective Coaching?      07
- OR**
- Q-6**      **Attempt all Questions**
- a. Write a note on Employee Counseling Programs.      07
  - b. Write a note on 'Apprenticeship Training Programs' in detail.      07

