

Seat No. _____

Enrolment No. _____

KADI SARVA VISHWAVIDHYALAYA UNIVERSITY

MBA Semester-IV Examination, May 2014

HUMAN RESOURCE DEVELOPMENT (HS433)

Date: 15th May 2014

Duration: 2.30 Hrs.

Weightage : 40%

Instructions:

1. Draw figures if required.
2. Write precise answers with suitable examples.
3. Figures to the right indicate weightage.

Q-1

- (A) "HRD must become more strategic"- Discuss. 4%
- (B) Explain the role to be performed by the HRD professionals in the successful implementation of a HRD system in an organisation. 4%

OR

- (B) Explain the relationship between HRM and HRD in detail. 4%

Q-2

- (A) Explain the role that trainability plays in the effectiveness of an HRD program or intervention. Briefly describe the options available to assess the trainability of employees. 4%
- (B) Explain following : 4%
- 1) Line versus staff Authority
 - 2) Approaches to Explaining Motivation
 - 3) Non cognitive Theory of Motivation

OR

Q-2

- (A) Identify and discuss the factors that can affect whether training transfers back to the job. Which 2 factors do you feel are the most important to ensure transfer? Support your choices. 4%
- (B) Briefly discuss the pros and cons of using performance appraisal information when conducting a person need analysis. 4%

Q-3

- (A) Explain the Task analysis process in detail. 4%
- (B) What are the 3 essential features of an effective HRD or training program objective? Explain the same in brief with suitable examples if needed. 4%

OR

Q-3

- (A) What are the advantages of holding a training program on-site? Off-site? 4%
- (B) If you are the head of the HR department how would you design a HRD program? 4%

Q-4

- (A) What are the advantages of designing an HRD program in- house versus purchasing programs from vendors? 4%
- (B) Define the term career, and explain the roles involved in career management and development? 4%

OR

Q-4

- (A) Explain Erikson's Stages of Human Development? 4%
- (B) Discuss the value of self- assessment tools and activities to effective career development. 4%

Q-5

- If your organisation were contemplating using a team based approach to increase productivity and reduce cost, what training issues would the organisation be likely to face? How could the organisation address these issues? Explain with an example. 8%

All the Best