TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

MANAGEMENT SCIENCE DEPARTMENT

COURSE/CLASS: BACHELOR OF BUSINESS ADMINISTRATION Y3S2 s
                                      2013/JAB-HRM, KWALE

UNIT CODE: BHR 4301

UNIT NAME: HUMAN RESOURCES DEVELOPMENT

SERIES: MAY, 2016

PAPER DURATION: 2 HOURS

NO OF STUDENTS: 100

INSTRUCTIONS TO CANDIDATES:

Answer question ONE (Compulsory) and any other TWO questions.

PAPER A.

Q1. (a) Highlight any FIVE factors that may lead most students, employees or parents into making faulty career choices (10 marks)

(b) State and explain very briefly the SIX types of Training and Development Programmes (12 marks)

(c) Outline the FOUR factors that may inhibit/prevent Management Executives from undertaking essential Management Development Programmes (8 marks)

Q2. (a) The involvement of the Human Resources Department in Career Planning and Development has greatly grown during the recent years because of its benefits.

Accordingly, select and explain very briefly any FIVE benefits of a good Career Planning and Development Programme (10 marks)

(b) Developed over the last century, a number of concepts/theories/assumptions propose the model experimentations/findings which form the basis of framing and implementing Sound Management Development Programmes. Accordingly, highlight any FIVE concepts/theories/assumptions which form the basis of framing and conducting a good Management Development Programme (10 marks)

Q3. (a) Highlight any FIVE disadvantages of off-the job Training methods that should be known and guarded against in the course of framing and implementing good Training and Development Programmes. (10 marks)

(b) Choose and explain very briefly any FIVE reasons/needs for good Training and Development Policies (10 marks)

Q4. (a) Identify and explain any SIX Basic Pre-requisites recommended for framing and conducting successful Management Development Programmes (12 marks)

(b) Outline the FOUR characteristics of Training and Development that can be used to distinguish it from other functions of Human Resources management (8 marks)

Q5. (a) Point out/pinpoint and explain briefly the FOUR areas of distinction between Training and Development (8 marks)

(b) Clearly, bring out the SIX roles to be known and played by the Training and Development Manager of tomorrow **(12 marks)**