



# TECHNICAL UNIVERSITY OF MOMBASA

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SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

**UNIVERSITY EXAMINATION FOR:**

BACHELOR OF COMMERCE

BACHELOR OF BUSINESS ADMINISTRATION

BHR 4402: HUMAN RESOURCE DEVELOPMENT

END OF SEMESTER EXAMINATION

**SERIES:DECEMBER2016**

**TIME:2HOURS**

**DATE:**Pick DateDec2016

## **Instructions to Candidates**

You should have the following for this examination

*-Answer Booklet, examination pass and student ID*

This paper consists of **FIVE** questions. Attempt question ONE (Compulsory) and any other TWO questions.

**Do not write on the question paper.**

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## **QUESTION ONE**

As the principal official in charge of matters; Human Resource Development, Training and Development is key in ushering in the development of staff.

- a) Show a model schedule of Training and Development programme for staff (15marks)
- b) What are the challenges of instituting a Training and Development programme(15marks)

## **QUESTION TWO**

- a) How is culture necessary in influencing HRD (10marks)
- b) Enunciate how compensation is a vital component in HRD (10marks)

### **QUESTION THREE**

- a) Explicate the various methods of Training and Development (10marks)
- b) How are Training and Development needs determined? Enumerate (10marks)

### **QUESTION FOUR**

- a) Draft sample proposal addressed to the General Manager proposing policy framework for staff for Training and Development (10marks)
- b) Explicate the tenets of Training (10marks)

### **QUESTION FIVE**

- a) What are the viable means through which an employee can build an effective career plan? (10marks)
- b) With the aid of a diagram show the importance of hierarchy in HRD? (10marks)