



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

BACHELOR OF BUSINESS & OFFICE MANAGEMENT

BHR 4301: HUMAN RESOURCE DEVELOPMENT-1

END OF SEMESTER EXAMINATION

SERIES: AUGUST 2019

TIME: 2 HOURS

DATE: Pick Date Aug 2019

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.

Question ONE

a) In the continuing development of human resource management, there exist various trends that will help shape its practice and evolution in the coming years. Discuss Barriers to Strategic HRD. (10 Marks)

b) Describe how performance appraisal system can be used to identify employee's training needs. (10 Marks)

Question TWO

a) Mombasa Hauliers has been advised by a consultant to adopt off-the-job training method. Explain the features of such a method. (10 Marks)

b) Describe the process to employ to evaluate training through change in behaviour of employees post training days. (10 Marks)

Question THREE

a) Discuss the effect of a wellness program on employees in an organization. (10 Marks)

b) Why do people resist the idea of working in teams? How would you deal with their resistance? (10 Marks)

Question FOUR

a) Discuss the challenges that organizations are facing which impacts on Human Resources Development. (10 Marks)

b) Management development” has become the new mantra of the transforming economies of different countries. Discuss the importance and need of executive development programs in management development. (10 Marks)

Question FIVE

a) The management of Kaya Ltd intends to organize a training workshop for its employees. Examine the factors that the management should consider in selecting the training methods. (10 Marks)

b) What are the main differences between "Human Resource Management" and "Human Resource Development" (10 Marks)