



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY SPECIAL/SUPPLEMENTARY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR2206: HUMAN RESOURCE DEVELOPMENT

SERIES: NOVEMBER 2025

TIME:2 HOURS

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 (Compulsory) – 30 Marks

- a) Explain how Human Resource Development (HRD) contributes to an organization's effectiveness. (10 marks)
- b) Explain any five roles of training and development in HRD. (10 marks)
- c) Describe the different stages of HRD in an employee's tenure with an organization. (10 marks)

Question TWO

- a) Explain the steps involved in conducting a Training Needs Analysis (TNA) (10 marks)

- b) Briefly explain the objectives of employee training (10 marks)

Question THREE

- a) Define the term mentoring (2 marks)
b) Briefly Explain four phases of mentorship process (8 marks)
c) Explain any five importance of Career Development (10 marks)

Question FOUR

- a) Highlight four objectives of a training program (4 marks)
b) Briefly explain the components of Talent Management Programme (16 marks)

Question FIVE

- a) State eight guidelines for making mentoring effective (8 marks)
b) Explain the process of Talent Management Process (12 marks)