



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: MARCH 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) Define Human Resource Development (HRD) (2 marks)
- b) Explain five key steps in the training needs assessment process (8 marks)
- c) Explain the difference between HRD and traditional human resource management (HRM) (10 marks)
- d) Highlight five advantages and disadvantages of training needs analysis (10 marks)

Question TWO

- a) Define the term training program in Human Resource Development (2 marks)
- b) Explain four main objectives of training (8 marks)
- c) Explain five differences between counselling and coaching (10 marks)

Question THREE

- a) Highlight four objectives of career development in HRD (4 marks)
- b) State six limitations of mentoring in Human Resource Development (6 marks)
- c) Explain any five importance of mentoring in HRD (10 marks)

Question FOUR

- a) Explain any five importance/benefits of Career Development (10 marks)
- b) Explain any five components of talent development programme (10 marks)

Question FIVE

- a) Briefly explain any five principles of leaning in HRD (10 marks)
- b) Explain any five methods of off the job training (10 marks)