



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY ORDINARY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

BHR2206: HUMAN RESOURCE DEVELOPMENT

SERIES: APRIL 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 the term Human Resource Development (HRD) (5 marks)
- b) State any five importance Human Resource Development in an organization. (5 marks)
- c) Explain any five relationship between Human Resource Development and Human Resource Management (10 marks)
- d) Explain why HRD is considered an ongoing process for employees, rather than a one-time event (10 marks)

Question TWO

- a) Explain any five Importance of Training Need Analysis (TNA) in Organizational Development (10 marks)

- b) Explain any five key steps involved in planning and designing a training program (10 marks)

Question THREE

- a) Explain the different Methods/Techniques of collecting data for Training Needs Analysis (10 marks)
- b) Explain five importance of Talent Management in an organization's success. (10 marks)

Question FOUR

- a) Explain any five importance of Career Development to an organization (10 marks)
- b) Explain any five factors influencing career development (10 marks)

Question FIVE

- a) Explain seven importance of mentoring to an organization (14 marks)
- b) Highlight six limitations of mentoring (6 marks)