



TECHNICAL UNIVERSITY OF MOMBASA

Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN
BACHELOR OF BUSINESS ADMINISTRATION

BHR 4330 : HUMAN RESOURCE DEVELOPMENT

END OF SEMESTER EXAMINATIONS

SERIES: AUGUST 2013

TIME: 2 HOURS

INSTRUCTIONS:

– Answer Question **ONE (Compulsory)** and any other **TWO** questions.

This paper consists of Two printed pages

QUESTION 1 (Compulsory)

- a) Define the following concepts
 - i) Training Evaluation (2marks)
 - ii) Training Validation (2marks)
 - iii) Training Assessment (2marks)
 - iv) Training Monitoring (2marks)
- b) Explain three (3) purpose of learning objectives. (6marks)
- c) You have been instructed by the chief Executive Officer of your organization to co-ordinate training for all Heads of Department at your organization. Prepare a checklist that will enable you to be effective and efficient. (16marks)

QUESTION 2

- a) Describe Two managerial on –the- job and off- the –job training methods. (8marks)
- b) Explain THREE advantages of e- learning. (6marks)
- c) Explain THREE advantages of on – the – job training. (6marks)

QUESTION 3

- a) Define career management. (3marks)
- b) Outline FIVE benefits of career management to the organization. (5marks)
- c) Outline and briefly explain the contents of a HRD policy. (12marks)

QUESTION 4

- a) Explain the characteristics of a learning organization. (8marks)
- b) Describe the FOUR stages of learning as proposed by Kolb. (12marks)

QUESTION 5

- a) Explain the difference between mentoring and coaching. (8marks)
- b) Give SIX roles of HRD specialists in management. (12marks)