



**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATION 2016 /2017**

**HBH 2302 HUMAN RESOURCE DEVELOPMENT**

**DATE: DECEMBER 2016**

**TIME: 2HOURS**

**INSTRUCTIONS: ATTEMP QUESTION ONE AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE**

- a. Highlight three principles of learning (3 marks)
- b. What are some of the benefits of using training aids (6 marks)
- c. Explain the reasons why most organizations do not offer training to their staff members (6 marks)
- d. Which four tools can an organization use in identifying training needs ( 4 marks)
- e. The level of education in the country has been on an upward trend leading to more qualified graduates joining the job market, Explain the implication of this to the Human Resource Managers. (8 marks)
- f. Define unemployment (2 marks)

**QUESTION TWO**

- a) Explain the importance of Human Resource Planning in an organization. (12 Marks )
- a. Explain the application of learning curve to a Human Resource Manager (8 Marks)

### **QUESTION THREE**

- a. The Human Resource Manager of TIGAN Ltd has schedule routine trainings to all members of staff in the year 2017; explain the benefits that are likely to be realized from the program. ( 10 marks)
  
- b. Discuss the challenges faced by Human Resource Managers in managing millenials ( 10 marks)

### **QUESTION FOUR**

- a. Explain the advantages of using paper based training material over other training aids ( 10 marks)
  
- b. Transition planning has been a challenge in many organizations, Explain the reasons behind this trend ( 10 marks)

**END**



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**CONTINUOUS ASSESSMENT TESTS (CAT)**

**HBH 2302 HUMAN RESOURCE DEVELOPMENT**

**DATE: DECEMBER, 2016**

**TIME: 1 HOUR**

**INSTRUCTIONS: ANSWER ALL THE QUESTIONS**

**QUESTION ONE**

- a. Define Human Resource Development (2 marks)
- b. Explain key features of personnel management (10 marks)
- c. Highlight four types of training employed in personnel development (4 marks)

**QUESTION TWO**

- a) Explain the following terms; (4 marks)
  - i. Reinforcement
  - ii. Stimulus
- b) What are the advantages that accrue to an organization that recruits from internal sources (4 marks)
- c) Explain are the challenges faced by retirees? (6 marks)

**END**