

BACHELOR OF SCIENCE IN AGRIBUSINESS MANAGEMENT
FOURTH YEAR SEMESTER EXAMINATION
(FOR 2017/2018 ACADEMIC YEAR)

COURSE CODE: BBM 477

COURSE TITLE: HUMAN RESOURCE DEVELOPMENT

INSTRUCTION TO CANDIDATES:

- Answer Question One and any other three questions.
- The duration of this paper is 3 hours.

Question One.

- Document*
- a) Explain **five** essential features of Human Resource Development. (10mks).
- b) Describe **five** critical steps that are involved in realizing effective succession plan. (10mks). *- Ident*
- book
- c) Highlight **five** factors that influence career development. (5mks).

Question Two.

- a) Explain **four** distinctions between Human Resource management and Human Resource Development. (8mks).
- b) State **seven** organizational requirements by the Industrial Training Act Cap 237 on Apprenticeship Training. (7mks).

Question Three.

- a) Explain **four** basic requirements for the successful implementation a management development program. (8mks).
- b) Highlight **seven** characteristics that promote adult learning. (7mks).

Question Four.

- a) Explain **five** reasons that make it necessary for organizations to train their employees. (10mks).
- b) Outline **five** processes that are involved in ensuring employees' effective performance management. (5mks).

Question Five.

- a) Explain **five** roles of a counselor in the management of an employee's career. (10mks).
- b) Highlight **five** challenges to effective performance appraisal. (5mks).
- Poor appraisal system
 - Favourism
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