

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY**

**OF**

**AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2014/2015**

**YEAR 3 SEMESTER I EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE**

**HBH 2302: HUMAN RESOURCE DEVELOPMENT**

**DATE: APRIL 2015 TIME: 2 HOURS**

**INSTRUCTIONS:**

* **Answer Question One and Any Other Two Questions**

**QUESTION ONE: (30 marks)**

1. Explain the concepts of Human Resource Development (HRD) discussing the activities of a HRD function in an organization (10marks)
2. “Training is a tool to be considered as an investment for an organization not as an expenditure”. Discuss. (10marks)
3. Explain why management development is one of the most common training and development interventions in organizations (10marks)

**QUESTION TWO (20 MARKS)**

1. Discuss the factors that encourage knowledge management in an organization (10marks)
2. Discuss the challenges that organizations are facing which impacts on Human Resource Development (10marks)

**QUESTION THREE (20 MARKS)**

Write brief notes on the following;

1. Succession plan (4marks)
2. Career Anchors (4marks)
3. Personal Analysis (4marks)
4. Learning (4marks)
5. Job Analysis (4marks)

**QUESTION FOUR (20 MARKS)**

1. **“**No matter how much we encourage individuals to plan their careers, at the end of the day it comes down to opportunity and chances”. Discuss this statement in the Kenyan context (10marks)
2. Learning theories are conceptual framework describing how information is absorbed, processed and retained during learning. Discuss the main principles of learning raised by learning theories (10marks)

**QUESTION FIVE (20 marks)**

1. There is an old saying that you can lead a cow to water but you cannot make it drink. How true is this of training and development and what are the Human Resource implications? (10marks)
2. The generic goal of most evaluation is to provide “Useful feedback” to a variety of audiences including sponsors, donors, client-groups, administrators, staff and other relevant institutions. Discuss the four levels of evaluation that make up Kirkpatrick’s Framework of evaluation (10marks)