



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF COMMERCE

UNIVERSITY POSTGRADUATE EXAMINATION

2017/2018 ACADEMIC YEAR

**SECOND YEAR SECOND SEMESTER EXAMINATION FOR MASTER OF
BUSINESS ADMINISTRATION (STRATEGIC MANAGEMENT OPTION)**

BCS 622: HUMAN RESOURCE MANAGEMENT

DURATION: 3 HOURS

DATE: 14TH AUGUST, 2018

TIME: 9.00 A.M. – 12.00 NOON

Instructions to Candidates:

1. Answer **Any Four** questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

QUESTION ONE

- a) Review aims, impact and elements of management development. (12 marks)
- b) Discuss three general purposes of performance management. (9 marks)
- c) Outline approaches of OD (4 marks)

QUESTION TWO

- a) Analyze “career development” in terms of career planning, career needs assessment, career opportunities and monitoring career moves. (15 marks)
- b) Illustrate the change model development by Lewin. (10 marks)

QUESTION THREE

- a) Explain the three main features of organizational development and point the activities that may be incorporated in an organizational development program. (15 marks)
- b) Outline training methods using examples. (10 marks)

QUESTION FOUR

- a) Elaborate on the four approaches to performance management and their techniques. (17 marks)
- b) Describe four human resource development concepts (8 marks)

QUESTION FIVE

- a) Summarize training needs assessment analysis for an organization. (15 marks)
- b) Explain factors to consider in designing a training program. (10 marks)