



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF COMMERCE

UNIVERSITY POST GRADUATE EXAMINATION

2018/2019 ACADEMIC YEAR

**FIRST YEAR FIRST SEMESTER EXAMINATION FOR MASTER OF
SCIENCE IN HUMAN RESOURCE MANAGEMENT**

BHR 602– HUMAN REOURCE DEVELOPMENT

DURATION: 2 HOURS

DATE: 20/12/2018

TIME: 2:00 – 5:00 P.M.

Instructions to candidates:

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

QUESTION ONE (25 MARKS)

- a) Define the term Human Resource Development (HRD). (2marks)
- b) Explain the concept and nature of Human Resource Development. (10 marks)
- c) Discuss the Human Resource Development instruments. (5 Marks)
- d) Distinguish between the following set of terms as used in HRD
 - i. Training and Development (4 marks)
 - ii. Learning and Education (4 marks)

QUESTION TWO (25 MARKS)

- a) Analyze the contribution of employee development processes in effective people management. (16 marks)
- b) Discuss any three theories of learning. (9 marks)

QUESTION THREE (25 MARKS)

- a) "HRD is not personnel Management" comment and bring out the scope of Human resource development and personnel management. (10 marks)
- b) Describe how you would conduct a training needs analysis for your organization as the new training and development manager. (15 marks)

QUESTION FOUR (25 MARKS)

Describe the elements of OCTAPAC culture of an organization. (25marks)

QUESTION FIVE (25 MARKS)

Explain the concept of human resource development matrix and briefly explain its components. (25marks)