



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

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

BHR 400 – CAREER MANAGEMENT

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

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

SECTION A (30 MARKS)

QUESTION ONE (30 MARKS)

- a) Explain the purpose of personal development. (5 marks)
- b) State objectives of career development. (5 marks)
- c) Give steps in succession planning. (5 marks)
- d) Itemise advantages of career management. (5 marks)
- e) Name features of career planning. (5 marks)
- f) Highlight benefits of career development. (5 marks)

SECTION B (40 MARKS) ANSWER ANY TWO QUESTIONS

QUESTION TWO (20 MARKS)

- a) Discuss personal development content and process. (10 marks)
- b) Trace career development process and organizational perspective in career development programmes. (10 marks)

QUESTION THREE (20 MARKS)

- a) Distinguish the difference between career planning and succession planning. (10 marks)
- b) Explain career development initiatives (10 marks)

QUESTION FOUR (20 MARKS)

- a) Explain the phases of career development. (12 marks)
- b) Elaborate how individual and organizational goals may be aligned in career management. (8 marks)