



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

FIRST YEAR FIRST SEMESTER EXAMINATION

BHR 602: HUMAN RESOURCE DEVELOPMENT

DURATION: 3 HOURS

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 (25 MARKS)

- a. Discuss the importance of human resource development to an organisation. (15 marks)
- b. Explain how an individual employee can benefit from human resource development. (10 marks)

QUESTION TWO (25 MARKS)

- a. For human resource development (HRD) to be effectively realized in an organisation top management support is of paramount importance. Discuss the role of top management in HRD (10 marks)
- b. Explain the development and the implementation of learning in organisation. (15 marks)

QUESTION THREE (25 MARKS)

- a. Describe the career development process. (10 marks)
- b. Discuss how an organisation can plan for management development. (15 marks)

QUESTION FOUR (25 MARKS)

- a. Organisations have in the recent past seen the need of investing in strategic planning. Discuss the benefits of HRD strategy. (15 marks)
- b. Discuss the importance of knowledge management to an organisation. (10 marks)

QUESTION FIVE (25 MARKS)

- a. You have appointed a training and development manager in the xyz company limited. Explain how you would conduct a training needs analysis for your organisation. (15 marks)
- b. Discuss the concept and nature of human resource development. (10 marks)