



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT.

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER EXAMINATION FOR MASTER OF

BUSINESS ADMINISTRATION.

BHR 622: 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 (30 MARKS)

- a. Discuss the concept of HRD. (13 marks)
- b. Explain succession planning and benefits. (12 marks)

QUESTION TWO (20 MARKS)

- a. Elaborate on how an organisation may design an effective performance management system. (15 marks)
- b. Summarized training needs identification and assessment. (10 marks)

QUESTION THREE (20 MARKS)

- a. Explain training techniques that an organisation may use in training. (15 marks)
- b. Discuss modern issues in career development. (10 marks)

QUESTION FOUR (20 MARKS)

An organization known to you is initiating management development. Explain to them the following.

- i. Aims of management development. (5 marks)
- ii. Elements of management development. (10 marks)
- iii. Activities of management development. (10 marks)

QUESTION FIVE (25 MARKS)

- a. Explain OD process and benefits to an organization. (15 marks)
- b. Discuss how to develop a training program. (10 marks)