**MAASAI MARA UNIVERSITY**

**HIGHLANDS STATE COLLEGE**

**APRIL 2017 DRAFT EXAMINATIONS**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF BUSINESS MANAGEMENT**

**YEAR 4 SEMESTER 2**

**UNIT CODE: BBM 477**

**UNIT TITLE: HUMAN RESOURCE DEVELOPMENT**

***INSTRUCTION TO CANDIDATES***

* ***Answer Question ONE(compulsory) and any other THREE***
* ***Question one carries 25 marks***
* ***All other questions carry 15 marks each***

**QUESTION ONE**

a)Differentiate between Human Resource Management and Human Resource Development

**(2marks)**

b) Explain five functions of human resource development in an organization **(10 marks)**

c)As a human resource manager in a local company in Kenya, which training methods can you implement in your organization **(8 marks)**

d)Explain the importance of employee needs assessment in an organization **(5 marks)**

**QUESTION TWO**

a) Discuss the importance of job rotation to the employees of an organization **(6 marks)**

b) Explain the aims of career development for employees in the organization **(5 marks)**

c)Outline and explain any two objectives of Human Resource Development **(4 marks)**

**QUESTION THREE**

a) As a human resource development manager, examine the purposes of performance appraisal **(8 marks)**

b) Explain the benefits of job rotation in an organization **(7 marks)**

**QUESTION FOUR**

a) Suppose you have been called upon to mentor students on the factors that influence career choices, using human resource development information explain the facts that you will share

**(8 marks)**

b) Identify and explain the roles of a human resource development manager in an organization

**(7 marks)**

**QUESTION FIVE**

a)Explain the challenges faced by Human Resource Development professionals **(8 marks)**

b) As the HRD manager of Faulu Microfinance bank in Kenya. Describe the benefits of coaching employees in your organization **(7 marks)**