

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2018/2019**

**THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE (HUMAN RESOURCE MANAGEMENT)**

**HBH 2302: HUMAN RESOURCE DEVELOPMENT**

**DATE: OCTOBER, 2018 TIME: 2 HOURS**

INSTRUCTIONS: ANSWER QUESTION ONE (COMPULSORY) AND ANY

OTHER TWO QUESTIONS

**QUESTION ONE: 30 MARKS**

a. Briefly explain the elements of Human Resource Development (HRD)

(8 marks)

b. Highlight four characteristics of organizational learning. (4 marks)

c. Write short notes on the following methods of developing mangers showing an advantage of each:- (10 marks)

i. Job rotation

ii. Role-playing

iii. Understudy assignment

iv. Coaching

v. Sensitivity training

**QUESTION TWO: 20 MARKS**

a. Describe the process of planning a training and development programmes. (8 marks)

b. List and explain five psychological principles of learning. (10 marks)

**QUESTION THREE: 20 MARKS**

a. Distinguish between training and development. (10 marks)

b. Explain five sources of information used in training needs assessment.

(10 marks)

**QUESTION FOUR: 20 MARKS**

a. Discuss five approaches to training and development. (10 marks)

b. Briefly explain five factors which influence the choice of a training and development method. (10 marks)