

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 354: HUMAN RESOURCE DEVELOPMENT

STREAMS: BCOM (ODEL)

TIME: 2 HOURS

DAY/DATE: TUESDAY 30/03/2021

11.30 A.M – 1.30 P.M

INSTRUCTIONS:

Answer questions one and any other two questions

QUESTION ONE

- (a) Explain the meaning and significance of human resource development. [10 marks]
- (b) Explain the challenges facing human resource development efforts in the modern work environment. [10 marks]
- (c) Discuss the components of a typical employee counselling programme. [10 marks]

QUESTION TWO

- (a) Explain 5 methods of on the job training giving one advantage of using each of those methods. [10 marks]
- (b) Differentiate between human resource management and human resource development. [10 marks]

QUESTION THREE

- (a) Explain the reason why organizations should evaluate training programs. [10 marks]
- (b) Explain the meaning of employee assistance programs (EAP) and point out the components of a typical program. [10 marks]

QUESTION FOUR

- (a) Explain why organizations should make succession management a priority strategic area in planning. [8 marks]
 - (b) Explain the meaning of management development. [3 marks]
 - (c) Discuss three methods of management development. [9 marks]
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