

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**FOURTH YEAR EXAMINATION FOR THE AWARD OF DEGREE OF
BACHELOR OF PSYCHOLOGY**

PSYC 481: HUMAN RESOURCE DEVELOPMENT

STREAMS

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 24/3/2021

8.30 AM – 10.30 AM

INSTRUCTIONS:

- Answer Question **One** and any other **Two** in the answer booklet provided.
1. a) Evaluate any five features of Human Resource Development (HRD) [10 Marks]
 - b) Explain any five differences between training and development. [10 Marks]
 - c) (i) Define the term Human Resource Development. [2 Marks]
 - (ii) Your organization has asked you to outsource for a trainer for its employees. Explain to the management the benefits of such training by analyzing four changes that will mostly result from the training program. [8 Marks]
2. With relevant examples, describe the career development stages in Human Resource Development. [20 Marks]
- 3a) Performance measurement and appraisal are cited as beneficial to the organizational and individual employee growth. Using relevant examples, explain any five modern methods utilized y companies to appraise their employees. [10 Marks]
 - b) “ Everything rises or falls on leadership” (Dr.Maxwell). Support this ascertainment using any five leadership skills in Human Resource Development. [10 Marks]
- 4.a) Discuss any five methods organizations utilize to compensate their workers. [10 Marks]
 - b) Davida is a notorious employee who comes late to work and doesn’t deliver results despite several warnings. The organization has decided to take disciplinary measures against her. Describe the first five steps the company will take in disciplinary Davida. [10 Marks]