

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE
OF BACHELOR OF COMMERCE**

BCOM 354: HUMAN RESOURCE DEVELOPMENT

STREAMS: BCOM (ODEL)

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 07/8/2019

2.30 P.M. – 4.30 P.M

INSTRUCTIONS: Answer question ONE and any other TWO

QUESTION ONE

- (a) Explain the significance of human resource development for an organization in the private sector. [10 marks]
- (b) You have been invited by an education institution which is launching a new program to shed light on some critical concepts. Explain to them the difference between human resource management and human resource development. [10 marks]
- (c) Identify the human development challenges that face modern organizations. [10 marks]

QUESTION TWO

- (a) Discuss the four modes of experiential learning identified by Kolb. [10 marks]
- (b) Many organizations waste their resources by offering training that is not actually needed because they failed to assess whether it was actually necessary. Explain the factors that may hinder organizations from conducting training needs assessment. [10 marks]

QUESTION THREE

- (a) Explain the key on-the-job training methods that can be employed to train employees in institutions of higher learning. [10 marks]
- (b) Justify the need for evaluation of human resource development programmes in organizations. [10 marks]

QUESTION FOUR

- (a) Performing organizations are those that are able to manage unique talents processed by their workforce. Explain the process of talent management in organizations. [10 marks]
- (b) Explain the characteristics of a learning organization. [10 marks]
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