

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATIONS FOR THE AWARD OF DIPLOMA IN LEADERSHIP
AND PUBLIC ADMINISTRATION

LAPA 0251: INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT

STREAMS: LAPA

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 08/8/2018

11.30 A.M. – 1.30 P.M.

INSTRUCTIONS:

- Answer question ONE and any others
- Do not write anything on the question paper

QUESTION ONE

(a) Training and development (T & D) focus on changing or improving the knowledge, skills and attitudes of individuals. Distinguish between training and development [10 marks]

(b) Discuss the main steps that an employee may go through when learning takes place [10 marks]

(c) Balance score card is a business concept for measuring performance against four dimensions. Describe each of the dimensions. [10 marks]

QUESTION TWO

(a) Career development is “an ongoing process by which individual’s progress through a series of stages, each of which is characterized by a relatively unique set of issues, themes and tasks. Discuss the five phases of an individual career development [10 marks]

(b) Discuss the essential components of succession planning program [10 marks]

QUESTION THREE

- (a) Discuss and explain three methods of training needs assessment [12 marks]
- (b) Explain the importance of on-the-job training in an organization of your choice [8 marks]

QUESTION FOUR

- (a) It is important to identify the prevailing business strategies to ensure that an organization allocates enough budgets to training activities and employees receive the right amount of training. Explain any three business strategies and their implications to training [12 marks]
- (b) Describe how you would evaluate a successful training programme and its effectiveness using Donald Kirk Partick's (1994) model [8 marks]
-