

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF
DIPLOMA IN LEADERSHIP AND PUBLIC ADMINISTRATION**

DHRM 0215: HUMAN RESOURCE DEVELOPMENT

STREAMS: DIP (LAPA)

TIME: 2 HOURS

DAY/DATE: MONDAY 05/08/2019

8.30 AM – 10.30 AM

INSTRUCTIONS:

ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS

QUESTION ONE

- (a) Outline the dimensions of human resource management. [4 marks]
- (b) Identify the principles of organization. [6 marks]
- (c) Distinguish between training and development. [4 marks]
- (d) Explain the reasons as to why Chuka university should invest in training its staff. [10 marks]
- (e) Identify six training techniques. [6 marks]

Question Two

- (a) State five off-job and on job training methods. [10 marks]
- (b) Explain the advantages and disadvantages of Chuka university adapting 'on job training instead of-job training. [10 marks]

Question Three

- (a) Using relevant examples explain the concept of inventory training media and methods. [10 marks]

- (b) Explain the importance of training and development to:
- (i) An organization [5 marks]
 - (ii) An employee [5 marks]

Question Four

- (a) State the objectives of career management. [10 marks]
- (b) Explain career management strategies that Chuka university can adopt to successfully develop its employees. [10 marks]

Question Five

- (a) Discuss the elements of human resource development. [10 marks]
- (b) Draw and explain the career stage model. [10 marks]
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