

THARAKA



UNIVERSITY

COLLEGE

*(A Constituent College of Chuka University)*

**UNIVERSITY EXAMINATIONS**

**EXAMINATION FOR THE AWARD OF  
DIPLOMA IN LEADERSHIP AND ORGANIZATIONAL**

**LAPA 0252: PERSONNEL DEVELOPMENT, DIVERSITY AND ORGANIZATIONAL**

**STREAMS: DIP (LAPA) Y2**

**TIME: 2 HOURS**

**DAY/DATE: TUESDAY 14/04/2020**

**2.30 PM – 4.30 PM**

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**INSTRUCTIONS:**

- **QUESTION ONE IS COMPULSORY**
- **ANSWER ANY OTHER TWO QUESTIONS**

**QUESTION ONE**

- (a) Discuss the factors a manager should consider in determining whether or not it is feasible to hire new employees. [10 marks]
- (b) Explain the benefits that an organization derives from a human resource plan. [10 marks]
- (c) Explain the contributions of employee training and development to an organization performance. [10 marks]

**QUESTION TWO**

- (a) What are the advantages of using external methods of recruitment. [10 marks]
- (b) Discuss the preferences of on-the-job training against off-the job training. [10 marks]

**QUESTION THREE**

- (a) Managing workforce diversity effectively is the key to leveraging the advantages and minimizing the disadvantages of diversity in the work place. Discuss the benefits of diverse labour force in the successful achievement of organizational objectives and organizational development. [10 marks]
- (b) Explain the steps in systematic training. [10 marks]

**QUESTION FOUR**

- (a) Discuss the factors that make human resource policies a hindrance to efficiency within an organization. [10 marks]
  - (b) Identify and explain the factors that may led to employee separation from an organization. [10 marks]
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