

CHUKA



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**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE
BCOM 354: HUMAN RESOURCE DEVELOPMENT**

STREAMS: BCOM (ODEL)

DAY/DATE: THURSDAY 07/08/2025

TIME: 2 HOURS

8.30 A.M. – 10.30 A.M

Instructions: Answer question one and any other two

Question 1

- a. Human resource development faces a lot of challenges that may deter achievement of organizational goals. Briefly explain the challenges faced and how a HRM can deal with them. (10 marks)
- b. Discuss why it is important for an organization to retain talented employees (10 marks)
- c. Kenyan government is advocating for civil servants' employees retraining and relearning. Discuss the objectives of this decision. (10 marks)

Question 2

- a. Discuss how an organization may align its HRD activities with its strategic goals to enhance overall performance. (10 marks)
- b. A friend of yours has visited your organization and argued that your employees need training. Discuss reasons that might have led to this argument. (10 marks)

Question 3

- a. Discuss the different strategies HRD can implement to overcome common challenges faced in executing development activities. (10 marks)
- b. Discuss different ways you would use to evaluate training effectiveness as a trainer. (10 marks)

Question 4

- a. Briefly explain the principles of learning you would incorporate to maximize knowledge retention if tasked with developing a new training module. (10 marks)

 - b. Differentiate between on-the-job training and off- the -job training and explain why a trainer may prefer on- the- job training over the off- the- job training method. (10 marks)
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