



PAN AFRICA CHRISTIAN UNIVERSITY

PhD IN ORGANIZATIONAL LEADERSHIP

END OF SEMESTER EXAMINATION

DEPARTMENT

LEADERSHIP

COURSE CODE

POLB 800

COURSE TITLE

HUMAN RESOURCE DEVELOPMENT

(ONLINE)

INSTRUCTIONS

- Read all questions carefully.
- **ANSWER Question ONE and two questions from section B (20 Marks)**

SECTION A (Compulsory)

1. Based on your experience and discussions in class, discuss the role of HR in achieving performance management, succession planning, employee motivation and mentoring, and leadership development. **(10 Marks)**

SECTION B (Answer TWO Questions in this section)

2. As a result of the economic strain caused by the COVID-19 pandemic, many organizations had to adjust their budgets and mode of operations. Articulate the role of HR in leading and managing internal strategic change to ensure survival of these organizations. **(5 Marks)**

3. The upsurge of suicides and teenage pregnancies has defined to a great extent the prolonged period of closure of schools in most of the African region. This in turn means that parents have now the sole responsibility in molding their children's character at these difficult times. As an HR practitioner, discuss how you can prepare your employees as parents to undertake this challenge by integrating ethical values as part of corporate social responsibility. **(5 Marks)**

4. Interrogate global human resource management trends and challenges in the 21st Century. **(5 Marks)**

5. Discuss the Biblical perspective of human resource that a Christian organization can integrate in their HR Strategy. **(5 Marks)**