



CHR401: HUMAN RESOURCE DEVELOPMENT

ONLINE CLASS

Instructions

- i) This exam paper contains SIX questions containing 10 marks each.**
- ii)**
- iii) Answer Question 1 (COMPULSORY) and any other THREE questions**
- iv) Read each question carefully before attempting.**

QUESTION ONE

- a) Discuss two approaches used in developing the human capital in an organization
(4 Marks).
- b) You have been selected by your company to give a presentation to all staff stating the main objectives why a Human Resource Development department is important in the organization. Discuss three objectives that you will include in your presentation (6 Marks).

QUESTION TWO

- a) As a human resource professional in the 21st century, explain two changes that you are facing while managing employees in your organization (4 Marks)
- b) Effective climate leads to effective working. Explain three roles of HRD in today's organization (6 Marks)

QUESTION THREE

a) XYZ Company is developing a policy on HRD in the firm. Discuss two learning strategies that can be proposed for adoption and why? (4 Marks).

b) Discuss three components of organizational needs analysis in relation to HRD program (6 Marks).

QUESTION FOUR

Assume you are a retired KCB operations manager, discuss the stages of career development that a retired KCB operations manager went through in his work life (10 Marks)

QUESTION FIVE

a) Using a practical example, discuss two advantages of conducting a HRD needs assessment

(4 Marks)

b) Explain three ways in which succession planning is a tool for employee development in an organization of your choice (6 Marks)

QUESTION SIX

a) Discuss two characteristics of an organizational development intervention of a firm

(4 Marks).

b) You are the HRD manager of Adopt A child Limited. Explain three factors you would consider while selecting the best training technique you would use to train your employees

(6 Marks).