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KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2018/2019 ACADEMIC YEAR
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
DHR 1502: HUMAN RESOURCE DEVELOPEMENT

Date: 13th April, 2018
Time: 8.30 Am- 10.30Am

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Differentiate between job enrichment and job enlargement (4Marks)
- b) How do employees become aware of the various career opportunities in the organization? (6 Marks)
- c) Discuss the following terms
 - i) Continuing Professional Development (CPD) (3 Marks)
 - ii) Talent management (3 Marks)

QUESTION TWO (20 MARKS)

- a) Discuss the advantages of Training of employees in an organization (10Marks)
- b) With examples of each, differentiate between on the job and off the job forms of training (10 Marks)

QUESTION THREE (20 MARKS)

- a) There are many methods of developing employees (10 Marks)
- b) Discuss the three step approaches to identify the training needs of any organization (10Marks)

QUESTION FOUR (20 MARKS)

- a) Discuss various methods Management Development (10 Marks)
- b) Discuss the five career development programs that companies and individual employees can use to develop themselves (10 Marks)

QUESTION FIVE (20 MARKS)

- a) Discuss the various career development interventions that can be used to stimulate discussion on various career development practices. (10Marks)
- b) From the organization's point of view, discuss the purpose of learning (10Marks)