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**KIRIRI WOMENS' UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2017/2018 ACADEMIC YEAR
DIPLOMA IN HUMAN RESOURCE MANAGEMENT**

DHR 1502- HUMAN RESOURCE DEVELOPMENT

Date: 16th August 2018

Time: 8.30 Am- 10.30 Am

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Briefly explain the meaning of Human Resource Development and Human Resource Management. (4 Marks)
- b) Human Resource Development is important in developing employees. Summarize the characteristics of HRD. (6 Marks)
- c) Discuss the primary and secondary functions of Human Resource Management. (10 Marks)
- d) Explain what employee behavior is in relation to Human Resource Development and show the factors within the organization that influence employee behaviors. (10 Marks)

QUESTION TWO (20 MARKS)

- a) Similar to Kolb's modes of learning, learning strategies represent the "behavior and thoughts a learner engages in during learning". Briefly explain the five learning Strategies. (10 Marks)
- b) Reinforcement theory can be applied using a set of techniques known as behavior modification. Briefly explain what reinforcement theory is and the four choices for controlling an employee's behavior in relation to HRD as suggested by behavior modification. (10 Marks)

QUESTION THREE (20 MARKS)

- a) Training is extremely important when it comes to Human Resource Development. Elucidate the five findings of researchers that explain the motivation of employees when it comes to training. (10 Marks)
- b) State and explain the key indicators of Human Resource Development at the organizational level. (10 Marks)

QUESTION FOUR (20 MARKS)

- a) According to Equity Theory which is the fourth type of cognitive theory. There are at least five ways in which individuals reduce their feelings of inequity. Explain the ways (10 Marks)
- b) Explain in details the outcomes of Human Resource Development (10 Marks)

QUESTION FIVE (20 MARKS)

- a) Briefly state and explain the differences between HRD and HRM. (10 Marks)
- b) Explain in details the roles and output of HRD professionals. (10 Marks)