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**KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**UNIVERSITY EXAMINATION, 2023/2024 ACADEMIC YEAR**  
**FIRST YEAR, SECOND SEMESTER EXAMINATION**  
**FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT**  
**DHR 1502: HUMAN RESOURCE DEVELOPMENT**

Date: 7<sup>TH</sup> DECEMBER 2023

Time: 2:30PM-4:30PM

**INSTRUCTIONS TO CANDIDATES**

**ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS**

**QUESTION ONE (30 MARKS)**

- a) Examine the differences between Human Resource Development and Human Resource Management. (6 Marks)
- b) Describe the nature of Human Resource Development and provide relevant examples. (4 Marks)
- c) Outline the stages of Human Resource Development evolution. (5 Marks)
- d) Briefly explain two leadership styles that support Human Resource Development. (4 Marks)
- e) Briefly explain the following Human Resource Development Practices
  - i) Training and development. (2 Marks)
  - ii) Career Development. (2 Marks)
  - iii) Management Development. (2 Marks)
- f) Using relevant examples, outline the importance of Human Resource Development to employee performance in an organization. (5 Marks)

**QUESTION TWO (20 MARKS)**

- a) Examine the scope of Human Resource Development in an Organization. (8 Marks)
- b) Evaluate the importance of knowledge management in an organization. (6 Marks)
- c) Discuss the importance of Human Resource Development in an organization. (6 Marks)

**QUESTION THREE (20 MARKS)**

- a) Explain the best practices for an effective talent management strategy in an organization. (8 Marks)
- b) As a Human Resource Development expert explain the Steps in developing HRD policy. (6 Marks)
- c) Using a well labeled diagram, explain the performance management cycle. (6 Marks)

**QUESTION FOUR (20 MARKS)**

- a) As Human Resource Development Manager you have just completed Training the Trainer course. Explain to them how to use Kirkpatrick's model to evaluate training outcome. (8 Marks)
- b) Discuss the challenges facing Human Resource Development and the future of work. (8 Marks)
- c) Examine Human Resource Development as a concept. (4 Marks)

**QUESTION FIVE (20 MARKS)**

- a) Explain the challenges that employees are likely to face in their career development plans. (8 Marks)
- b) Enumerate the benefits of mentorship as management development approach to the organization. (4 Marks)
- c) Discuss the three main elements of Human Resource Development climate. (6 Marks)