



# MERU UNIVERSITY OF SCIENCE AND TECHNOLOGY

P.O. Box 972-60200 – Meru-Kenya

Tel: +254(0) 799 529 958, +254(0) 799 529 959, + 254 (0) 712 524 293,

Website: [info@must.ac.ke](mailto:info@must.ac.ke) Email: [info@must.ac.ke](mailto:info@must.ac.ke)

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## University Examinations 2023/2024

### THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION

#### BFB 3304: HR DEVELOPMENT

DATE: APRIL 2024

TIME: 2 HOURS

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INSTRUCTIONS: Answer question *one* and any other *two* questions

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#### QUESTION ONE (30 MARKS)

- a) Differentiate following the terms Developments, Training and Education as used in human resource development (6 marks)
- b) Explain the meaning of the term career development and career counselling (4 marks)
- c) As a HR manager you have been asked by your organization to organize a management development programme. Describe steps you will take to make it successful (10 marks)
- d) Management development programs aim to enhance the competencies of managers and leaders within an organization. Discuss five (5) key competencies in management development program (10 marks)

#### QUESTION TWO (20 MARKS)

- a) Discuss the steps an organization must take to ensure the success of on-the-job training (10 marks)

- b) Analyse five (5) methods that can be used for on-the-job training (10 marks)

**QUESTION THREE (20 MARKS)**

- a) Discuss the four levels of evaluation that make up Kirkpatrick's frame work of training and development evaluation (12 marks)
- b) Training and development evaluation is not practiced frequently by organizations. Briefly explain four in support of the statement (8 marks)

**QUESTION FOUR (20 MARKS)**

- a) Examine how both employer and employee can benefit from a well-designed career management system (10 marks)
- b) Explain five roles an organization can play in career management (10 marks)

**QUESTION FIVE (20 MARKS)**

- a) Assess five key characteristics of a learning organization (10 marks)
- b) Discuss five hinderances in the implementation of a Learning Organization initiatives (10 marks)