



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY ORDINARY EXAMINATION

2024/2025 ACADEMIC YEAR

**FOURTH YEAR FIRST SEMESTER EXAMINATION FOR BACHELOR
OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

BHR 400 – CAREER DEVELOPMENT

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer question ONE and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION A – ANSWER ALL QUESTIONS IN THIS SECTION

QUESTION ONE (30 MARKS)

- a. Itemise four career concepts. (5 marks)
- b. Identify career development factors. (5 marks)
- c. State challenges of career management. (5 marks)
- d. Give the purpose of personal development plan. (5 marks)
- e. Identify types of careers. (5 marks)
- f. Enumerate the objectives of career management. (5 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

- a. Explain to a recent graduate personal development plan and the benefits in having one. (15 marks)
- b. Elaborate on how individual and organization needs may be balanced in career development. (5 marks)

QUESTION THREE (20 MARKS)

- a. Summarise phases of career development and life cycle stages as given by D. Super life. (14 marks)
- b. Explain the benefits of career management. (10 marks)

QUESTION FOUR (20 MARKS)

- a. Organizations should factor career planning and succession planning. Argue for or against this statement and bring out the differences in two. (12 marks)
- b. Discuss the individual responsibility in career development programs. (8 marks)