



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY ORDINARY EXAMINATION

2024/2025 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER EXAMINATION FOR BACHELOR

OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 301 – TRAINING AND 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. Identify any six key principles of human resource development. (6 marks)
- b. List four demerits of on the job training. (4 marks)
- c. Distinguish between the following concepts:
 - i. Training and learning (2 marks)
 - ii. Development and education. (2 marks)
- d. Highlight any five learning styles that demonstrate how people learn. (5 marks)
- e. Outline six consequences of organizations failing to undertake training of its employees. (6 marks)
- f. Pinpoint five key indicators that show the need for employee training. (5 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

ABC company Ltd recently conducted a survey to identify gaps in employee performance. The survey revealed that the employees were struggling with the use of a newly implemented software which resulted in delays and errors.

- a. Design a suitable training program for the employees. (10 marks)
- b. How would you evaluate the effectiveness of the training program? (8 marks)
- c. Identify two data collection methods you will use for evaluation. (2 marks)

QUESTION THREE (20 MARKS)

- a. Describe how human resource development contributes to organization effectiveness. (10 marks)
- b. Explain the benefits of training employees to the organization. (10 marks)

QUESTION FOUR (20 MARKS)

- a. Training needs analysis can be identified by conducting four types of analysis. Discuss. (10 marks)
- b. Justify the need for training executives of an organization. (10 marks)