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**GARISSA UNIVERSITY**

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR FOUR**

**THIRD SEMESTER EXAMINATION**

**SCHOOL OF BUSINESS AND ECONOMICS**

**FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: BBM 477**

**COURSE TITLE: HUMAN RESOURCE DEVELOPMENT**

**EXAMINATION DURATION: 3 HOURS**

**DATE: 07/08/18 TIME: 09.00-12.00 PM**

**INSTRUCTION TO CANDIDATES**

* **The examination has SIX (6) questions**
* **Question ONE (1) is COMPULSORY**
* **Choose any other THREE (3) questions from the remaining FIVE (5) questions**
* **Use sketch diagrams to illustrate your answer whenever necessary**
* **Do not carry mobile phones or any other written materials in examination room**
* **Do not write on this paper**

**This paper consists of TWO (2) printed pages *please turn over***

**QUESTION ONE (COMPULSORY)**

1. The organization you are working at decided to carry out training workshop for all newly recruited employees, your are asked by your supervisor to prepare a training programme for three days workshop ’targeting a twenty participants , prepare a training programs to be used during the training period . **[15 marks]**
2. Explain the objectives of training and development **[5 marks]**
3. Differentiate between strategy and policy **[5 marks]**

**QUESTION TWO**

1. Explain the term need analysis **[3 marks]**
2. Explain the features and contents of a learning and development strategy **[7 marks]**
3. Bring out the difference between succession planning and career planning **[5 marks]**

**QUESTION THREE**

1. Explain the features of ideal strategy **[4 marks]**
2. Bring out the main differences between training and development **[7 marks]**
3. Discuss methods of training and development **[4 marks]**

**QUESTION FOUR**

1. Describe the concept of learning organization and its relevance **[6 marks]**
2. Explain the rules governing training and development programme **[9 marks]**

**QUESTION FIVE**

1. Discuss steps involved in Management Development Programme **[8 marks]**
2. Explain factors to consider when developing training programme **[7 marks]**

**QUESTION SIX**

1. Describe the Kirkpatrick’s four level training evaluation model **[6 marks]**
2. Explain the features of ideal strategy **[5 marks]**
3. With illustrations explain the training cycle **[4 marks]**