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KIRIRI WOMEN'S UNIVERSITY OF SCIENCE AND TECHNOLOGY
UNIVERSITY EXAMINATION, 2022/2023 ACADEMIC YEAR
FIRST YEAR, SECOND SEMESTER EXAMINATION
FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT
DHR 1502- HUMAN RESOURCE DEVELOPMENT

Date: 8TH DECEMBER, 2022
Time: 2:30pm-4:30pm

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

QUESTION ONE (30 MARKS)

- a) Explain the **six** stages of training cycle. **(6 Marks)**
- b) Examine the techniques used by managers to identify training gaps. **(6 Marks)**
- c) Discuss the consequences for lack of workforce planning. **(6 Marks)**
- d) Evaluate the performance standards used by human resource managers to evaluate level of employee's performance. **(6 Marks)**
- e) Examine the merits of mainstreaming diversity in employee hiring process. **(6 Marks)**

QUESTION TWO (20 MARKS)

- a) Examine the purpose of training needs analysis (TNA). **(8Marks)**
- b) Discuss the objectives of a training program. **(7Marks)**
- c) Explain any **five** performance standards used in evaluating the level of employee Performance. **(5Marks)**

QUESTION THREE (20 MARKS)

- a) Discuss any **six** principles of learning. **(6Marks)**
- b) Examine any **six** challenges encountered by human resource managers in talent selection. **(6Marks)**
- c) Examine the components of a training budget. **(8Marks)**

QUESTION FOUR (20 MARKS)

- a) Discuss the tools that aid in efficient career management. **(7Marks)**
- b) Explain the benefits of mentorship in an organization. **(8Marks)**
- c) Examine the common business strategies in workforce planning. **(5Marks)**

QUESTION FIVE (20 MARKS)

- a) Discuss the qualities of an effective coach. **(7Marks)**
- b) Examine the importance of group dynamics in Human Resource Development. **(5Marks)**
- c) Explain measures a human resource manager can put in place in order to manage career of low performers. **(8 Marks)**