



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

MAY – JULY 2016 TRIMESTER

FACULTY OF COMMERCE

DEPARTMENT OF MARKETING AND MANAGEMENT

REGULAR PROGRAMME

CMH 411: HUMAN RESOURCE DEVELOPMENT

P.O. Box 62157
00200 Nairobi - KENYA
Telephone: 891601-6
Fax: 254-20-891084
E-mail: academics@cuea.edu

Date: JULY 2016

Duration: 2 Hours

INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions

- Q1. a) Explain how Kirk Patrick's model can be used to evaluate a training program. **(14 marks)**
- b) Elaborate on FOUR ethical issues relating to HRD evaluation as you indicate how they can be dealt with. **(16 marks)**
- Q2. Discuss the key activities involved in designing effective HRD programs. **(20 marks)**
- Q3. Describe the main on the job, classroom and self paced training methods and techniques that a trainer can use. **(20 marks)**
- Q4. a) Discuss FIVE challenges that HRD professional face. Use suitable illustrations. **(10 marks)**
- b) Explain why some firms do not conduct a training needs analysis. **(10 marks)**

END