



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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**MAIN EXAMINATION**

**JANUARY – APRIL 2014 TRIMESTER**

**FACULTY OF COMMERCE**

**DEPARTMENT OF MARKETING AND MANAGEMENT**

**EVENING PROGRAMME**

**CMH 411: HUMAN RESOURCES DEVELOPMENT**

**Date: APRIL 2014**

**Duration: 2 Hours**

**INSTRUCTIONS: Answer Question ONE and ANY OTHER TWO Questions**

- Q1. a) In reference to any learning theory explain how learning takes place in organizations. **(5 marks)**
- b) Discuss the factors that you would consider while designing training and development programs. **(7 marks)**
- c) “Career development is a joint responsibility”. Discuss the above statement clearly giving specific examples to illustrate your answer. **(15 marks)**
- d) Why do you think human resources development is important? **(3 marks)**
- Q2. a) What factors would you consider in preparation of a HRD budget? **(5 marks)**

- b) Explain the current HRD challenges and the future of HRD. **(5 marks)**
- c) How would you solve the challenges associated with budgeting in training? **(10 marks)**
- Q3. a) As a human resources expert, what features would you advise your organization to display in order to be deemed a learning organization? **(8 marks)**
- b) Analyze any **FOUR** non experiential management development programs you would apply in your organization during management capacity building. **(8 marks)**
- c) What benefits will the organization gain out of organizational learning? **(6 marks)**
- Q4. a) As a training and development facilitator what principles of learning would you employ to have effective training? **(7 marks)**
- b) Identify and explain in details the principles applied in evaluation of training programmes. **(7 marks)**
- c) Analyze the stress management interventions you would advise organizations to apply to alleviate stress. **(6 marks)**

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