



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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**MAIN EXAMINATION**

**AUGUST - DECEMBER 2018 TRIMESTER**

**FACULTY OF COMMERCE**

**DEPARTMENT OF MARKETING AND MANAGEMENT**

**O DEL PROGRAMME**

**CMH 411: HUMAN RESOURCE DEVELOPMENT**

**Date: DECEMBER 2018**

**Duration: 2 Hours**

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

- Q1. a) Define 'Human Resource Development' **(2 marks)**
- b) Analyze the main benefits organization would get by having Human Resource Development programs in place **(8 marks)**
- c) What are the functions of Human Resource Development in organizations **(10 marks)**
- d) Highlight and explain some theories of learning **(4 marks)**
- e) Discuss the trainees' characteristics that affect learning **(6 marks)**
- Q2. a) Transfer of learning / training is based on various principles of learning. Discuss exhaustively the principles of learning **(8 marks)**
- b) Give the main characteristics of learning organizations **(6 marks)**
- c) What are the importance of organizational learning **(6 marks)**
- Q3. a) Analyze the factors that influence individual's choices of career **(4 marks)**
- b) What are the main barriers to employees' career advancement **(16 marks)**

- Q4. a) Explain the issues to consider when designing management development programs **(10 marks)**
- b) Briefly discuss the objectives of management development programs of middle level management **(10 marks)**

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