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**GARISSA UNIVERSITY**

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

**THIRD SEMESTER EXAMINATION**

**SCHOOL OF BUSINESS AND ECONOMICS**

**FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION**

**COURSE CODE: MBA 850**

**COURSE TITLE: HUMAN RESOURCE DEVELOPMENT**

**EXAMINATION DURATION: 2 HOURS**

**DATE: 07/08/18 TIME: 2.00-5.00 PM**

**INSTRUCTION TO CANDIDATES**

* **The examination has FIVE (5) questions**
* **Question ONE (1) is COMPULSORY**
* **Choose any other THREE (3) questions from the remaining FOUR (4) 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. Explain five aims of strategic learning and development in an organization. **[5 marks]**
2. Describe the philosophy underpinning strategic learning and development in an organization **[5 marks]**
3. State five potential benefits that accrue after investing in learning and development in an organization and individual employees **[5 marks]**

**QUESTION TWO**

1. Explain any five steps of Reynolds (2004), required to create a learning culture **[10 marks]**
2. Enumerate five things that learning organizations are good at doing according to Garvin (1993)  **[5 marks]**

**QUESTION THREE**

1. Explain five differences between Human resource management and human resource development [**10 marks]**
2. State any five needs and significance of human resource development in an organization **[5 marks]**

**QUESTION FOUR**

1. What do you understand by career planning? Describe any five of its objectives **[10 marks]**
2. State the five planning process that a human resource manager may follow in assisting the employees in their career progression. **[5 marks]**

**QUESTION FIVE**

1. (i) what is human capital **[1 mark]**

(ii) Describe in detail the three constituents of human capital. **[6 marks]**

1. Explain the four significance of human capital theory. **[8 marks]**