



The Co-operative University of Kenya

SUPPLEMENTARY / SPECIAL EXAMINATION AUGUST-2019

EXAMINATION FOR THE DIPLOMA IN HUMAN RESOURCE MANAGEMENT

UNIT CODE: DMHR 1204

UNIT TITLE: TRAINING AND DEVELOPMENT

DATE: 29TH AUGUST, 2019

TIME: 11:30 AM – 1:30 PM

INSTRUCTIONS:

- Answer question **ONE (compulsory)** and any other **TWO** questions

QUESTION ONE

- a) i) Define learning curve (2 marks)
ii) What are the uses of learning curve (8 marks)
- b) Define the scope of human resource development (10 marks)
- c) Discuss the importance of career planning (10 marks)

QUESTION TWO

- a) Describe the importance of training and development (10 marks)
- b) Evaluate the importance of management development (10 marks)

QUESTION THREE

- a) Define the following training methods
- i) In basket (2 marks)
- ii) Apprenticeship (2 marks)
- iii) Simulation (2 marks)
- iv) Vestibule (2 marks)
- v) Demonstration (2 marks)
- b) Discuss five principles of learning (10 marks)

QUESTION FOUR

- a) Describe five instruments of Human Resource Development (10 marks)
- b) Explain five causes of career difficulties (10 marks)

QUESTION FIVE

- a) Discuss five internal methods of executive development (10 marks)
- b) Enumerate five characteristics of a good employee orientation programme (10 marks)