



# MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS  
2023/2024 ACADEMIC YEAR  
SECOND YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS  
BACHELOR OF SCIENCE IN HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE: BHR 2105-1**

**COURSE TITLE: FOUNDATIONS OF HUMAN  
RESOURCE DEVELOPMENT**

**DATE:**

**TIME:**

**INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory

Answer any other **TWO** questions

## **QUESTION ONE**

a) Explain the process of human resource development for organizational success. **(15 marks)**

b) Differentiate between learning and transfer of learning. **(5 marks)**

## **QUESTION TWO**

a) As a human resource specialist demonstrate how effectiveness of training and development can be determined in an organization. **(10 marks)**

b) Giving relevant examples, briefly explain the application of learning and development theories. **(5 marks)**

## **QUESTION THREE**

a) Expound on the relationship between organizational development and human resource development. **(10 marks)**

b) Distinguish between a 'learning organization' and a 'learning culture'? **(5marks).**

## **QUESTION FOUR**

a) Discuss the role of communication technology in learning and development. **(8 marks).**

b) Explain the reasons why an organization should undertake management, technical and vocational training. **(7 marks)**