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CHRISTIAN SERVICE UNIVERSITY COLLEGE

KUMASI

CSUC SCHOOL OF BUSINESS

DEPARTMENT OF MANAGEMENT AND GENERAL STUDIES
BACHELOR OF BUSINESS ADMINISTRATION/BACHELOR OF PLANNING AND
SOCIAL DEVELOPMENT

End of First Semester Examinations, 2020/2021 Academic Year

Level 300/L400

Regular/Weekend School

CSBG 319/DSPD 405: HUMAN RESOURCE DEVELOPMENT

January 2021

TIME ALLOWED: 2Hrs

INSTRUCTIONS TO CANDIDATES:

- Answer any three (3) questions from this section.

Examiner: Isaac Ampong

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Q1. At present organizations are facing very high challenges because of the changes in an organization structure, labour market, style of business, expanding boundaries of business to name a few.

As HRD student, discuss any five (5) challenges to an organisation and HRD professionals.

(24 marks)

Q2 In short, HRD is effective if it successfully addresses some organizational needs through conducting needs assessments. Designing HRD interventions involves a process, which includes a four step sequence.

As HRD student, discuss these four (4) step sequence of need analysis

(24marks)

Q3. According to John Wanous, the goal of an Realistic Job Review (RJR) is to increase newcomers' satisfaction and commitment and the likelihood that they will remain with the organization. A model of the Realistic Job Review (RJR) process suggests four interrelated mechanisms.

As HRD Student of CSUC, explain these four (4) interrelated mechanism (ie advantages of realistic job review (RJR) suggested by John Wanous

(24marks)

Q4. Explain any four (4) contemporary view of career development.

(24 marks)

Q5. Explain any five (5) components of employees counseling program

(24marks)