

International Islamic University Chittagong

Department of Business Administration
 Mid-term Examination, Spring-2023
 Program: BBA, Course Code: HRM-4802
 Title: Human Resource Development

Time: 1.5 Hours

Marks: 30

[Answer all of the following questions. Parts of the same question must be answered serially.
 Figures in the right-hand margin indicate full marks]

			Marks	CLO	H/L order
1.	a.	How could you examine the impact of HRD programs in monetary terms? When and how are they effective in practice?	5	2	Ev
	b.	In what respects the Kirkpatrick's extended Framework is superior and inferior than the original Kirkpatrick's Framework for evaluation. Give your justification.	5	3	Ev
OR					
	c.	How far it is important to understand historical background of HRD to HRM professional in Bangladesh? Does it really contribute to the development of modern HRM?	5	3	An
	d.	Describe strategic contributions made by HRD? Identify challenges to organizations and HRD professionals. How can you overcome those challenges?	5	2	An
2.	a.	Explain the issues that influence the retention of what is learned? Are conditions of practice useful for retention of learning? Explain.	5	3	Ev
	b.	Define learning and association. Explain how three principles of learning influence the learning of association.	5	3	An
3.	a.	It was suggested that individuals have different learning styles. How would a manager who has a convergent learning style and a manager who has a divergent learning style differ in their approach to learning? Suppose you are going to conduct training sessions designed to teach managers how to give feedback to subordinates. These two managers are scheduled to participate. What might you do to handle their style differences to ensure that both of them learn the material you present? (05+05)	5	1	Ev
	b.	Identify and discuss the factors that can affect whether training transfers back to the job. Which two factors do you feel are the most important to ensure transfer? Support your choices.	5	3	An