

International Islamic University Chittagong

Department of Business Administration

Program: BBA, Semester: Autumn 2022

Mid-term Exam

Course Title: Human Resource Development, Course Code: HRM-4804

Time: 1.5hours, Marks: 30

[N.B. Answer the following questions. All the parts of a single question shall be answered consecutively.]

1. a) Explain the contribution of the 'Establishment of the Training Profession' and 'Early Factory Schools' to the progression toward a field of human resource development.
b) Explain the functions of human resource development. Point out the challenges to organizations and to HRD professionals. (4+6)
 2. a) Compare and contrast Kirkpatrick's original evaluation framework to the Expanded Kirkpatrick's Evaluation framework presented in the text. What is similar and what is different about them?
b) Explain how technology impacts HRD evaluation. (7+3)
 3. a) Give an outline about the issues to be considered in contingency approach to adult learning. Are they equally important?
b) Identify and explain the learning strategies and modes. Explain how several learning styles have integrated various learning strategies and modes.(5+5)
- Or
- a) What are the issues that influence the retention of what is learned? Clarify the issues relating to conditions of practice.
 - b) Define learning and association. Explain how three principles of learning influence the learning of association. (5+5)