



KARATINA UNIVERSITY
UNIVERSITY EXAMINATIONS
FOURTH YEAR, SECOND SEMESTER EXAMINATION
2024/2025 ACADEMIC YEAR

FOR THE DEGREE OF:
BACHELOR IN HUMAN RESOURCE MANAGEMENT
COURSE CODE: BHR 421
COURSE TITLE: CAREER PLANNING AND
DEVELOPMENT

DATE: 24/04/2025

TIME: 9.00AM – 11.00AM

INSTRUCTION TO CANDIDATES

- SEE INSIDE

INSTRUCTIONS: Answer Question ONE and any other THREE

QUESTION ONE

An excerpt from **The Greatness Guide** by **Robin Sharma**

There is a cure for aging that no one talks about. It's called learning. In my mind as long as you learn something new each day, stretch your personal frontier and improve the way you think you cannot grow old. Aging only happens to people who lose their lust for getting better and disconnect from their natural base curiosity. "Every three or four years I pick a new subject. It may be Japanese art; it may be economics or any language on earth. Three years of study are by no means enough to master a subject but they are enough to understand it. So for more than 60 years I have kept studying one subject at a time," said Peter Drucker, the father of modern management who lived until he was 95.At his death, his eyes actually sparkled as he spoke of his love for books, big ideas and learning. I took interest and I asked him: Mr Drucker, when do you read?" his reply: Robin, when don't I read? I read when I get up in the morning, when I can during the day and every single evening. Most of my weekends are spent reading great books. Books are my constant companion. I enjoy reading than I do talking for in reading, I learn". If you can eat three times a day you'll be fed; but if you read three times a day you will be wise. One great idea discovered from one book can change the way you see the world. One idea read in one book could transform the way you communicate with people. Robin, never leave home without a book in your hand, don't.

- a) Summarize the value of continuous learning from the above. (7 Marks)
- b) Career journey start when one is born and ends on death. Justify this statement using Donald Super theory of career development (10marks)
- c) Analyze the Kenya's education system based on the above case study. (8 Marks)

QUESTION TWO

- a) Jane, the newly employed Human Resource Manager by ABC Company was going through the files of the company employees and found the most of them had stagnated at the same level for many years. On scrutinizing the files deeper, she noted that most of those file were empty since no new records were entering the files. She decided to call for a meeting and explain to the employees issues of career and career development.

- a) Explain four roles through which the Human Resource Managers in an organization can address the above cases.
(5 Marks)
- b) Elaborate the role of organizations perspective in career planning. (10 Marks)

QUESTION THREE

A group of students is working at Employee development Center. On their IQP (Interactive Qualifying Project). Their project involves designing methods to analyze and mediate on sidewalks for students at Karatina University, town Campus. They spent a lot of time in the field (Karatina town) looking at the sidewalks and learning about the stresses they receive, how engineers deal with those things and what the public's perceptions are of sidewalk conditions.

They now have a completed format for diagnosing problems, creating a database, and potentially correcting problems. The last part of their mission is to determine how to educate County employees in the use of these tools. The dialogue four project students include: Vince (Junior, Mechanical Engineering major), Adam (Junior, Computer Science), Rebecca (Senior, Biology and Biotechnology), and Kenny (Junior, Electrical and Computer Engineering is keen on putting together a multimedia presentation about the project and providing the employees with a CD that has all the "bells and whistles" and also allows them to link to interactive web sites about structural concrete.). They are trying to decide how best to teach the municipal employees.

- a) Based on the above case identify what learning style each student represents/prefers and then discuss how you might focus your own teaching and to accommodate these different learning styles. (12 marks)
- b) Identify some of the challenges that Primary School Teachers in rural parts of Kenya have been undergoing in their teaching career. (3 Marks)

QUESTION FOUR

- a) Peter finished his university education in 1990, soon after he was employed as a teacher and was posted to rural parts of Kitui. From his savings, he bought a piece of land and started farming. Most of the time the crop would not do well due to the climatic conditions. After operating this way for 15 years, Peter got a forced transfer to Kisumu City and to his surprise; his classmate Naomi in the university was the County Director and had by then attained her PhD.

From the above scenario, discuss the effects of environment in promoting or inhibiting employees' careers. (6 Marks)

- b) Employees must understand themselves in terms of career development. Explain the ways of self-assessment.(9 Marks)

QUESTION FIVE

- a) Career options in Kenya have been very dynamic to an extent that young people are confused between going for a career with a calling or for monetary gains. This has led to employees who do not settle down but are constantly switching employers.

Advice how young people can plan their career to avoid hopping from one employer to another. (10marks)

- b) Students need career guidance the more they need mentors. Justify this statement. (5 Marks)

QUESTION SIX

- a) The Holland's Codes or personality trait theory on career development, proposes that people can be classified into 6 personality types. Elaborate on these traits. (6marks)
- b) Organization ABC has invited you to conduct a workshop on career management. Identify the ways that can help the employees unlearn the old ways of doing work. (5 marks)
- c) Explain two approaches of career planning. (4marks)