

BINDURA UNIVERSITY OF SCIENCE EDUCATION

JUN 2025

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

TRAINING AND DEVELOPMENT (HCM 208)

DURATION: 3 HOURS

INSTRUCTIONS TO CANDIDATES

1. Answer question one (1) and any three other questions.
2. No unauthorized material or items should be brought into the examination room.

QUESTION 1

Outline the essential characteristics of the following methods of training:

- | | |
|-----------------------------------|-----------|
| a) Onsite training | [5 Marks] |
| b) Product related training | [5 Marks] |
| c) Instructor-led online training | [5 Marks] |
| d) Job rotation, and | [5 Marks] |
| e) Mentorship | [5 Marks] |

QUESTION 2

Examine Kirkpatrick's model of evaluating the impact of training.

[25 Marks]

QUESTION 3

Analyse the role of training in enhancing organizational effectiveness [25 Marks]

QUESTION 4

Discuss the utility of behaviouristic theories to training in organizations. [25 Marks]

QUESTION 5

Evaluate the critical stages of the training and development process and illustrate the significance of each. [25 Marks]

QUESTION 6

Examine five roles of technology in employee learning. [25 Marks]

END OF PAPER