

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN RESOURCES MANAGEMENT

Course: HCM208/BS225: Training and Development (2)

Duration: 3 HOURS

INSTRUCTIONS FOR CANDIDATES

1. Answer any four questions.
2. All questions carry equal marks.
3. No unauthorised items must be brought into the examination room.

QUESTION 1

Examine any **five** ways in which training needs can be identified within an organisation of your choice. [25 marks]

QUESTION 2

- a) Explain **five** reasons why a trainer should have a well-prepared training plan. 10]
- b) Discuss the **three** main domains of learning objectives that an organisation can use to assess the effectiveness of training. [15]

[25 Marks]

QUESTION 3

Evaluate why training evaluation is necessary in an organisation of your choice.

[25 Marks]

QUESTION 4

- a) Explain the term '*learning organisation*'. 5]
- b) Examine any **four** importance of visual aids in training. [20]

[25 Marks]

QUESTION 5

Discuss any **five** objectives of management development in an organization of your choice.

[25 Marks]

QUESTION 6

Examine any **five** characteristics of adult learning which should be taken into consideration when planning a training programme for adults. **[25 Marks]**

End of Paper!