

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE **DEPARTMENT OF HUMAN RESOURCES MANAGEMENT** **Course: HCM208/BS225: Training and Development (1)** **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.
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QUESTION 1

Examine any five roles of line management in training and development of people in an organisation of your choice. [25 Marks]

QUESTION 2

Assess any five benefits of training and development to an organization of your own choice. [25 Marks]

QUESTION 3

As a newly appointed Training and Development Manager, discuss any five challenges that you might face in executing management development programmes, bring out solutions to overcome such challenges. [25 Marks]

QUESTION 4

Effective training and development should follow a systematic design that comes in stages. Discuss the training and development cycle and key considerations that a trainer should make at each stage of the cycle. [25 Marks]

QUESTION 5

Examine any **five** considerations that a trainer should take into account when planning for an effective training programme. **[25 Marks]**

QUESTION 6

Discuss any **five** factors that might have an influence on the training policy of an organisation of your choice. **[25 Marks]**

END OF EXAMINATION QUESTION PAPER!