



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR213
COURSE TITLE : TRAINING AND DEVELOPMENT
DURATION : 3 HOURS
DATE : FEBRUARY 2022
SPECIAL REQUIREMENTS : NONE

09 FEB 2022

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.*
2. Answer any **FOUR (4)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

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Question 1

Motivate arguments for the establishment of a Training and Development (TD) Department in a large Zimbabwean manufacturing company. [25 marks]

Question 2

- a) Based on a training area of choice, formulate a training objective, with clearly labelled components (9 marks)
- b) Examine any **four (4)** factors that influence a trainer's choice of instructional techniques. (16 marks)

Question 3

Analyse any **five (5)** key aspects to be included in an organization's training and development policy. [25 marks]

Question 4

Examine any **five (5)** strategies that can be adopted by an organisation in a bid to enhance the level of line management involvement in training and development programmes. [25 marks]

Question 5

- a) Compare and contrast *on-the-job* with *off-the-job* training approaches. (10 marks)
- b) Discuss **three (3)** main challenges organisations face as they strive to evaluate their training programmes. (15 marks)

End of Paper