



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 213
COURSE TITLE : TRAINING AND DEVELOPMENT
DURATION : 3 HOURS
DATE : 02 DEC 2022
SPECIAL REQUIREMENTS :

INSTRUCTIONS TO CANDIDATES:

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

Section A-compulsory

Uma's company is going to set up a management programme. Right now it needs to address what best way to teach the participants. In their meeting of directors, several factors have been raised, since their employees comprise of diverse workforce in terms of education, age and experience. As part of the management of UMA strategic team. The organization is desperate need of growth and profiteering.

- a) State any four methods of training that can be used in training of their employees. (4)
- b) Basing on the diversity of workforce and their nature of diversity, explain the method you choose giving its advantages. (6)
- c) What can be done to ensure successful learning at UMA(15)

Section B choose three

1. As a student who is well conversant with training and development, Examine the impact of transferring skills acquired through training to the job situation (25)
2. Examine the utility of SMART objectives in designing training programmes. (25)
3. Discuss the assertion that training programmes enhance a firm's competitiveness. (25)
4. Analyse the role of management support in in facilitating employee self-development (25)

0/12 PM