



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL
MANAGEMENT

EXAMINATION PAPER

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

11 OCT 2023

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

Question 1

OK Zimbabwe Company is going to set up a management programme. Right now it needs to address what best way to train the participants. In their meeting of executives, several factors have been raised, since they have diverse workforce in terms of education, age and experience. As part of the management of OK strategic team, the organization is desperately in need of growth and profiteering.

- a) Discuss any four methods of training that can be used in training of their employees. **(4marks)**
- b) Explain the method you choose giving its advantages. **(6marks)**
- c) What can be done to ensure successful learning at OK Zimbabwe **(15marks)**

SECTION B: ANSWER ANY THREE QUESTIONS

Question 2

Discuss the impact of training and development. **(25marks)**

Question 3

Determine the utility of SMART objectives in designing training programs. **[25 marks]**

Question 4

Firm's competitiveness is a product of training and development. Discuss. **(25marks)**

Question 5

Discuss the role of management support in facilitating employee self-development **(25marks)**

END OF EXAMINATION QUESTION PAPER

0/10 (pm)