



ZIMBABWE EZEKIEL GUTI UNIVERSITY

**FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL
ADVANCEMENT**

DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY

EXAMINATION PAPER

COURSE CODE : CHR213
COURSE TITLE : TRAINING AND DEVELOPMENT
DURATION : 3 HOURS
DATE :
SPECIAL REQUIREMENTS : ANSWER SHEET

27 NOV 2025

INSTRUCTIONS TO CANDIDATES:

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

1. Critically discuss the strategic importance of aligning training and development initiatives with an organisation's vision, mission, and goals. **[25 Marks]**
2. Explain the steps involved in conducting a comprehensive training needs assessment and analyse how each step ensures effective training outcomes. **[25 Marks]**
3. Discuss the role of adult learning principles (Andragogy) in enhancing training effectiveness, providing examples from workplace training scenarios. **[25Marks]**
4. Evaluate the strengths and limitations of on-the-job training versus off-the-job training methods, using relevant industry examples. **[25 Marks]**
5. Discuss the factors influencing the transfer of training to the workplace and propose strategies to maximise application of learned skills. **[25 Marks]**
6. Critically evaluate Kirkpatrick's four levels of training evaluation, highlighting the strengths and weaknesses of the model in modern contexts. **[25 Marks]**

END OF EXAMINATION PAPER

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