



## ZIMBABWE EZEKIEL GUTI UNIVERSITY

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### FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

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#### DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

#### EXAMINATION PAPER

**COURSE CODE** : CHR203  
**COURSE TITLE** : TRAINING AND DEVELOPMENT  
**DURATION** : 3 HOURS  
**DATE** : MARCH 2021 **29 MAR 2021**  
**SPECIAL REQUIREMENTS** : NONE

#### 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 [ ]

### Question 1

Motivate arguments in support of Health, Safety and Wellness Training programme in organisations. [25 marks]

### Question 2

- a) Outline any **three (3)** factors to be considered by a trainer, in choosing the following;
- i) Training participants (3 marks)
  - ii) Training evaluation methods (3 marks)
- b) Examine any **four (4)** advantages of a training and development policy to an organisation. (19 marks)

### Question 3

With reference to a relevant organisation, analyse the manner in which training and development costs are identified. [25 marks]

### Question 4

Critically evaluate the relationship between Training Needs Analysis (TNA) and effective training outcomes. [25 marks]

### Question 5

- a) Compare and contrast the *fragmented* and the *strategic* approaches to training and development. (10 marks)
- b) Examine any **three (3)** reasons that account for the failure by many organisations to undertake training and development audits. (15 marks)

**End of Paper**