



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF ECONOMICS AND BUSINESS SCIENCES

EXAMINATION PAPER

COURSE CODE : CHR 203
COURSE TITLE : TRAINING AND DEVELOPMENT
SPECIAL REQUIREMENTS :
DURATION : 3 Hours
LEVEL : 1.2
DATE : NOV/DEC 2019

14 NOV 2019

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

- a. What is a training philosophy and explain how would you express it an organisation of your choice (5 Marks).
- b. What is a training policy? Briefly explain its role in supporting the achievement of organisational goals (5 Marks).
- c. What factors would you consider when designing a training budget (5 Marks).
- d. Outline any 5 reasons that clarify the importance of training to an organisation. (10 Marks)

Question 2.

- a. Describe any four options that an organisation can consider before embarking on a training program (10 Marks).
- b. Why do you require a training budget? (5 Marks).
- c. State and explain any 5 factors to be considered when preparing a training budget (10 Marks).

Question 3

- a. Explain any 5 conditions that you would consider for effective learning to take place (10 Marks).
- b. Identify any 3 learning theories that you know and explain how you would apply them to achieve the best results. (15).

Question 4

- a. What is a learning culture and explain how to develop it within an organisation (5 Marks)
- b. Provide any 5 ways that you can use to maximise transfer of learning.(10 Marks).
- c. Apply the systematic training model to a learning situation (10 Marks).

Question 5

- a. Use the Nadler's critical events model to demonstrate how you would apply it in your organisation (15 Marks).
- b. Explain how you would conduct the training needs analysis for your organisation (10 Marks)