



MURANG'A UNIVERSITY COLLEGE
(A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY (JKUAT))
SCHOOL OF BUSINESS AND ECONOMICS
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT
SPECIAL / SUPPLEMENTARY EXAMINATION
BSC. HRM YEAR III SEMESTER I – MAIN / TOWN CAMPUS
2014/2015 ACADEMIC YEAR

UNIT NAME : TRAINING AND DEVELOPMENT
UNIT CODE : HEH 2303

DATE: 7TH AUGUST 2015

TIME – 2 HOURS

INSTRUCTIONS TO CANDIDATES:-

Answer question ONE (compulsory) and any other TWO questions

QUESTION 1

- (a) Every organization that wants to become dynamic and growth oriented or to succeed in a fast changing environment need HRD. In the light of this statement, clearly describe the need and importance of human resource development (14 marks)
- (b) Distinguish between the following set of terms (8 marks)
- i. Learning
 - ii. Education
 - iii. Development
 - iv. Training
- (c) Describe the methods that may be applied to evaluate training effectiveness (8 marks)

QUESTION 2

Discuss the various methods commonly used in training and development programmes in various organizations both for the employees and for the managers. (20 Marks)

QUESTION 3

- a) Discuss the importance of training in the fast changing environment. (10 marks)
- b) How will you identify training needs of a multinational company? (10 marks)

QUESTION 4

- a) Describe the various decisions areas to be focused in designing an appropriate training programme for an organization of your choice (10 marks)
- b) Briefly discuss Any Five consequences of organizations failing to undertake management development. (10 Marks)

QUESTION FIVE

- a) Discuss any five training programmes available to an organization for training its employees (10 Marks)
- b) What are the principles to be kept in mind while designing a sound employee training programme (10 Marks)