



CHR 401: HUMAN RESOURCE DEVELOPMENT

TIME: 2HOURS

Instructions

- i) This exam paper contains SIX questions carrying 10 marks each.**
 - ii) Answer Question 1 (Compulsory) and any other three questions**
 - iii) Read each question carefully before attempting.**
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QUESTION 1 – COMPULSORY

- a) Differentiate between Career Development and Management Development (2 Marks)
- b) Training effectiveness is the degree to which trainers are able to apply the knowledge and skills acquired. Explain the four basic parameters used to measure the effectiveness of training (8 marks)

QUESTION 2

- a) Identify five barriers to successful training evaluation and suggest ways to minimize these barriers. (5 Marks)
- b) Discuss five principles of adult learning which are important for the development of any training session or program (5 Marks)

QUESTION 3

- a) Explain three ways how political changes affect education and learning (6 marks).
- b)) Identify and discuss four organizational barriers to training and development (4 Marks)

QUESTION 4

“Management development is the systematic process of creating effective managers”. As the Learning and Development Manager, describe how you would support the organization in ensuring that this process is successful (10 Marks)

QUESTION 5

Discuss five advantages and disadvantages of online learning as a method of Training (10 marks).

QUESTION 6

a) Discuss three reasons why coaching and mentoring process fails (6 marks)

b) Induction training is an important aspect of training that cannot be overlooked by organizations'. Highlight four advantages to organizations that effectively conduct induction training. (4 Marks)