MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

PRINCIPLES OF TRAINING

CODE: HHRM 123

SESSIONAL EXAMINATIONS

NOV/DEC 2019

DURATION: 3 HOURS

EXAMINER: MR N MUCHONGWE

INSTRUCTIONS

1. *Answer ANY **four** questions*

2. *Total marks 100*

1. Make a clear distinction between the following terms as they relate to employee training and development.
   i. *Coaching* and *Mentoring*. [5]
   ii. *Andragogy* and *Pedagogy*. [5]
   iii. *Career development and Succession planning.* [5]
   iv. *On the job training* and *Off the job training approaches.* [5]
   v. *Education* and *Training*. [5]

2. Based on a training area of your choice, demonstrate your understanding of the training cycle. [25]

3. Discuss the following approaches to human resource development:
   a. Fragmented [8]
   b. Formalised [8]
   c. Focused [9]

4. Motivate any **five** lines of argument against the reduction in the training and development budget of an organization that you are familiar with. [25]

5. a) What is meant by Training and Development Auditing? [5]
   b) What is the rationale for undertaking training and development audits? [7]
   c) Analyse the interests of any **three** key recipients of training and development audit findings [13]

6. Examine any **five** driving forces behind employee training in the context of shifting business trends. [25]

END OF EXAMINATION