

# MANICALAND STATEUNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
PRINCIPLES OF TRAINING  
CODE: HHRM 123

SESSIONAL EXAMINATIONS

MAY/JUNE 2020

EXAMINER: MR N MUCHONGWE

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## ***INSTRUCTIONS & INFORMATION***

- 1. Section A is compulsory.*
  - 2. Answer ANY **three** other questions from section B*
  - 3. Total marks 100*
  - 4. You are reminded of the need for good English and clear presentation in your answers.*
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## **SECTION A**

1. Discuss any **five** challenges faced by Zimbabwean organisations as they strive to implement focused approaches to training and development. **(25 marks)**

## **SECTION B**

2. Based on a training area of your choice, demonstrate your understanding of the training cycle. **(25 marks)**
3. Evaluate the widely held view that “TNA is of utmost importance in the achievement of any set of training objectives”. **(25 marks)**
4. You are the Training manager in a renowned manufacturing company operating in Zimbabwe and you have been approached by the CEO who is seeking advice on how best to address some training gap in artisans. Advise the CEO whether to go for on the job or off the job training method. **(25 marks)**
5. Discuss any **five** challenges faced by organisations that do not give sufficient attention to management and supervisory development. **(25 marks)**
6. Examine any **five** driving forces behind employee training in the context of shifting business trends. **(25 marks)**

**END OF EXAMINATION**