



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS & APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

TRAINING AND DEVELOPMENT

CODE: SSHR216

SESSIONAL EXAMINATIONS

OCTOBER 2023

DURATION: 3 HOURS

EXAMINER: DR C. KAJONGWE

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## **INSTRUCTIONS & INFORMATON**

1. *This paper contains 2 sections with 6 Questions.*
  2. *Section A is compulsory.*
  3. *Answer ANY **three** other questions from section B*
  4. *Total marks 100*
  5. *You are reminded of the need for good English and clear presentation in your answers.*
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## **SECTION A**

1. Discuss the difference in motivational forces between training and development in an organisation. **(25 marks)**

## **SECTION B**

2. Discuss the assertion that training is not development in an organisation. **(25 marks)**
3. Evaluate the contributions of any **five** training evaluation models for improving organisational performance. **(25 marks)**
4. Discuss the implications of employee development in Zimbabwe business environment. **(25 marks)**
5. Describe the significance of application of different learning characteristics in designing and development of a training programme. **(25 marks)**
6. Assess the contribution of any **five** learning organisation theories to training and development in an organisation. **(25 marks)**

**END OF EXAMINATION**