MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS
2018/2019 ACADEMIC YEAR
SECOND YEAR SECOND SEMESTER

SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT
COURSE CODE: BHR 2204
COURSE TITLE: TRAINING & DEVELOPMENT

DATE: 23RD APRIL 2019   **TIME: 2.30PM – 4.30PM**

INSTRUCTIONS TO CANDIDATES
Question **ONE** is compulsory
Answer any other **THREE** questions

Question one

a) **T**raining and development are important aspects of and employee's work-life, discuss their differences supporting with relevant examples. **10 Marks**

b) The benefits of training in one area can flow through to other areas of the organization. Citing appropriate examples discuss how this is achieved through cost reduction. **5 Marks**

c) Discuss five typical areas of training **5 Marks**

d) Employee training is a costly venture for an organization to undertake hence it needs to be effective for the purpose it was chosen to address. Citing relevant examples discuss how you would achieve effectiveness through training.

5Marks

Question two

Training Needs Assessment (TNA) is a very important component of employee training if it has to be of benefit to the organization. Define your understanding of TNA and discuss six steps that you need to consider while developing a TNA

15 Marks

Question three

a) Citing relevant examples, discuss the reasons why managers must be developed. **10 Marks**

b) "Executive development is an important aspect of management" citing relevant examples explain the aspect and discuss the features of executive development. **5 Marks**

Question four

a) In one of the Board of management meeting that you are to attend, you are required to present a paper justifying your executive development program. Using appropriate examples, discuss the objectives that you hope to achieve through the program **10 Marks**

b) Discuss the concept of job rotation in employee development. **5 Marks**

Question five

Using the appropriate diagram, discuss the executive development process

15 Marks

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