



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2017/2018 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: 27<sup>TH</sup> APRIL, 2018**

**TIME: 1100 - 1300HRS**

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**INSTRUCTIONS TO CANDIDATES**

- Question **ONE** is compulsory
- Answer any other **THREE** questions

### **Question one**

- a) "Training and development is an important aspect in enhancing organizational efficiency and coping with organizational change". Discuss the statement citing appropriate examples. **7marks**
- b) In order to make training beneficial to an organization, a need assessment is important. Discuss the role of a TNA. **6 marks**
- c) Comprehensively discuss the key considerations required before initiating a training program. **12 marks**

### **Question two**

- a) Every organization strives to remain competitive in its operations. Discuss how training enhances an organization's competitiveness. **8 marks**
- b) Discuss the concept of job rotation in employee development. **7 marks**

### **Question three**

During a budgetary planning meeting, the finance manager argues that there is a need to reduce the training and development funds. As the Human resource manager, the Managing Director has asked you to justify why the budget should not be reduced. **15 marks**

### **Question four**

Case study is one of the method organizations employ in staff development. Discuss the method indicating how it can be made easier while increasing learning benefits. **15 marks**

### **Question five**

- a) You were recently appointed as the training and development manager of Sony Sugar Co. Ltd. You notice a wide gap in the organizational performance and has requested for funds to launch an executive development program, however you are required to present your case to the board of directors for approval of the funds. Prepare your justification notes. **10 marks**
- b) Identify five critical employee training areas giving your justification. **5 marks**

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