

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE

DEPARTMENT OF BUSINESS MANAGEMENT

TRAINING AND DEVELOPMENT – CBU 2210

FINAL EXAMINATION – MAY 2014

TIME ALLOWED: 3 HOURS

INSTRUCTIONS TO CANDIDATES

Answer any **four** questions.

INFORMATION TO CANDIDATES

- (i) All questions carry **(25)** marks each.
- (ii) Questions may be answered in any order.
- (iii) Credit will be given for the use of appropriate examples.
- (iv) This paper contains **seven** questions.

QUESTION 1

'Training and development are a luxury in which organisations can indulge in only in prosperous times'. Evaluate this statement. **[25 Marks]**

QUESTION 2

'Training is a process, not an event.' Discuss. **[25 Marks]**

QUESTION 3

Advise a line manager on any four methods available for identifying training needs in a workplace environment. **[25 Marks]**

QUESTION 4

(a) Explain the advantages of technology-based training technique/method to training institutions. **[8 Marks]**

(b) You have been asked to recommend either on-the-job training method or off-the-job training method to a team of engineers in a construction company in Bulawayo. Give your recommendations. **[17 Marks]**

QUESTION 5

With the aid of a motivation theory of your choice, examine how trainers could implement training effectively. **[25 Marks]**

QUESTION 6

'It is easy to train managers if training is giving them knowledge of theories and principles. The difficult part is to get them to apply at the workplace what they would have learnt in the classroom.' Discuss strategies you would employ to encourage trainee managers to transfer training. **[25 Marks]**

QUESTION 7

Analyse levels of training evaluation a manager ought to consider in deciding on the effectiveness of training. **[25 Marks]**

END OF EXAMINATION PAPER