



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN
RESOURCES, INDUSTRIAL & LABOUR RELATIONS MANAGEMENT**

HUMAN RESOURCES DEVELOPMENT

HHRM 428

PART 4 SEMESTER 2 EXAMINATION

TOTAL MARKS [100]

DATE: OCTOBER 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any other three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Examine the Concept HRD, clearly showing its significance as a business function. (25)
2. Discuss the factors to be considered during the selection of training methods. (25)
3. Examine any two theories of adult learning that you have studied, clearly show their applicability in a training program for any organisation of your choice. (25)
4. Training becomes even more critical than before as organizations compete and change. Justify this statement. (25)
5. Citing specific examples, assess the importance of evaluation in training and development. (25)
6. With reference to any organisation of your choice, assess the roles of a line manager and a HRD manager in an organisation of your choice. (25)

END OF PAPER