



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**TRAINING & DEVELOPMENT**

**HHRM 227**

**PART 2 SEMESTER 2**

**Total Marks [100]**

**DATE: OCTOBER 2024**

**Time: 3 Hours**

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**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. Explain the stages in a training program citing relevant examples.  
(25)
2. 'Training isn't just important in any organization, it is vital'. Discuss.  
(25)
- 3 Discuss any 5 challenges that are faced by organizations in coming up with effective training programs and how these may be overcome. (25)
4. 'For developmental activities to be deemed strategic, organisations need to shift from a training to a learning approach.' Discuss. (25)
5. "Nature confers different abilities on different people but a development approach for individual fulfilment comes from the premise that each person's growth centres upon the realization of whatever potential he or she might have." Holmes (1987). Discuss this quote in relation to diversity in training. (25)
6. Explain the basic steps involved in developing a training needs analysis program (25)

**END OF PAPER**