



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN
PUBLIC ADMINISTRATION**

TRAINING AND DEVELOPMENT

HPAD 406

PART 4 SEMESTER 1 EXAMINATION

TOTAL MARKS [100]

DATE: JUNE 2023

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. Citing relevant examples, discuss the importance of training and development in an organization of your choice. [25 Marks]
2. Discuss how training needs assessment is affected by environmental factors. [25 marks]
3. 'Training and development can be beneficial to both an individual and the organization.' Discuss this assertion. [25 Marks]
4. 'Discuss with examples how training needs assessment is affected by the environmental factors. [25 marks]
5. Explain any 5 training modes that is used in training and development where each is applicable in an organization. [25 Marks]
6. Evaluate any five training methods you have learnt showing how they may be applied in organizations. [25 Marks]

End of Paper