



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

Bachelor of Commerce Honours Degree in Public Administration

Training and Development

HPAD429 406

Part 4 Semester 1 Examination

Total Marks [100]

Date: January 2022

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. Explain on-the-job and off-the-job training modes highlighting which method is better than the other and why? (25)
2. 'Organizations that fail to train their workforce labor in vain.' Discuss the assertion giving relevant examples. (25)
3. Evaluate the six steps involved in coming up with an effective training program. (25)
4. Examine the role of Human Resources Management in training and development of staff of any public institution of your choice. (25)
5. Using related examples, assess the relevance of learning in an organisation of your choice. (25)
6. Using an example of any public institution, evaluate the importance of training needs analysis. (25)

End of Paper