SECTION A: COMPULSORY

1 .a) Effective training development is a systematic process. Discuss (10 marks)

b) Computer based training is an effective method in training .Evaluate the statement.

c) Distinguish the terms ‘’Training needs’’ from ‘’training need analysis.’’ (6 marks)

SECTION B: ANSWER ANY THREE QUESTIONS

2. a ) Discuss the benefits that could be accrued from an organization which encourages learning culture among its employees (8 marks)

b) Explain the principles of learning organization.(7 marks)

3 . a )Explain the essence of a training policy in an organization (6 marks)

B )Explain the techniques you could adopt in conducting ‘’ training need analysis’’ of your department. ( 9 marks)

4. Some organizations spend a lot of resources in employee training while others view this as unnecessary. Discuss. (15 marks)

5. Give reasons why career development has increasingly received attention in modern organization (8 marks)

b) What do you understand by the term , job analysis and explain its importance to the training need analysis.(7 marks)

6. a) As a Human Resource manager ,you have been asked to carry out a training evaluation for MAKASI corporation. ( 8 marks)

b)Explain the challenges faced by the trainees in transferring training. (7 marks).