

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

2021/2022 ACADEMIC YEAR FOURTH YEAR FIRST SEMESTER MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE
COURSE CODE: BCH 411

COURSE TITLE: PERSONNEL TRAINING AND
DEVELOPMENT

DATE: 14/11/2022

TIME: 8.00 – 10.00AM

INSTRUCTION TO CANDIDATES

- 1) The paper contains FIVE questions
- 2) Attempt THREE questions
- 3) Question ONE is Compulsory

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE (COMPULSORY)

(a) Explain with suitable examples the objectives of undertaking training need analysis and illustrate the steps and techniques which you will suggest for conducting training need analysis. (10 marks)

(b) Management development programmes should aim to develop certain managerial competencies. Discuss the competencies needed by managers. (10 marks)

(c) Suppose you are going to redesign an integrated Human Resource Development system for your – organization. Identify some principles which you should keep in mind regarding focus, structure and functioning of such a system. (10 marks)

QUESTION TWO

a) Explain how to undertake a systematic training in an organization. (10 marks)

b) Career planning and management is essential for long0run survival and satisfaction of both employees as well as the organizations. Explain. (10 marks)

QUESTION THREE

(a) Explain with suitable examples the objectives of undertaking training need analysis and illustrate the steps and techniques which you will suggest for conducting training need analysis. (10 marks)

b) Briefly explain the following terms

- i. Training
- ii. Development
- iii. Management games
- iv. Apprenticeship training
- v. Education

(10 marks)

QUESTION FOUR

a) Discuss the benefits of employee training and development to an organization. (10 marks)

b) Differentiate between Training and Development. (10 marks)

QUESTION FIVE

a) Highlight at least five circumstances under which retraining may be carried out in an organization. (10 marks)

b) Discuss the factors leading to executive development in an organization. (10 marks)