



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

A. M. E. C. E. A

MAIN EXAMINATION

JANUARY-APRIL 2024

SCHOOL OF BUSINESS

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DEPARTMENT OF MARKETING AND MANAGEMENT

EVENING AND WEEKEND PROGRAMME

CMH 612: HUMAN RESOURCE TRAINING AND MANAGEMENT DEVELOPMENT

DATE: APRIL 2024

Duration: 3 Hours

INSTRUCTIONS: Answer Question ONE and any other THREE Questions

Q1.

- a) Training and development is always carried out but faces a number of challenges. Highlight these challenges (5 Marks)
- b) What are the features in a training program that makes it effective for an organization (6 Marks)
- c) Discuss by use of examples the instruments for identifying the training needs (5 Marks)
- d) What is the difference between training and development (4 Marks)
- e) Training is just an exercise meant to relive employees from their busy schedules with no other tangible benefits. Discuss. (10 Marks)

Q2.

What are the reasons for having management development programmes in organizations (10 Marks)

Q3.

Explain the methods of evaluating a training programme (10 Marks)

Q4.

Discuss the off the job training methods because sometimes organization for one reason or another opt to take their workers for training outside the organization.

(10 Marks)

Q5.

As a human resource manager at Shamakhokho enterprises, come up with a two-day training programme for your finance staff. **(10 Marks)**

END

APRIL 24 DTE