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MAIN EXAMINATION

JANUARY – APRIL 2014 TRIMESTER

FACULTY OF COMMERCE

MBA- PROGRAMME

CMH 612: HR TRAINING AND MANAGEMENT DEVELOPMENT

Date: APRIL 2014

Duration: 3 Hours

INSTRUCTIONS: Answer ALL Questions

Q1. Case study:

- a) Before Direct 2U introduces training and development at all levels it requested you to conduct Task Analysis. Discuss the steps in the task analysis process and the sources of data for task needs analysis. **(10 marks)**
- b) Designing effective HRD program involves key activities. Identify all the key activities and discuss what factors you consider in creating i.e. make or in purchasing i.e. 'buy' decision. **(10 marks)**
- c) Experiential training methods require active engagement on the part of the learner. Describe each method by giving example. **(10 marks)**

- Q2. a) Issues involved in maximizing learning include trainee characteristics transfer of training. Discuss each in detail. **(10 marks)**
- b) Training objectives must be specified if they are to be relevant. Applying the qualities of useful objectives give an example. **(10 marks)**
- c) Andragogy is based on certain assumptions about the differences between adults and children. Describe them. **(5 marks)**
- d) In Kenyan context describe the characteristics of apprenticeship training programs. **(5 marks)**

END