



STAMFORD COLLEGE

SCHOOL OF HUMAN RESOURCE MANAGEMENT

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

SEMESTER 5

DHRM 505: TRAINING AND DEVELOPMENT

Date : 04 May 2007 (Friday)

Time : 9.30 am –12.30 pm

Duration: 3 hours

Instructions to Candidates

Answer FOUR out of SIX questions.

Please ensure that this examination paper contains SIX questions on TWO printed pages before you start the examination.

Books, papers and other written materials are not allowed to be brought into the examination hall. A candidate who violates the examination rules of Stamford College or commits a malpractice will be disqualified from the examination.

Candidates may use calculators provided the calculators give no printout, have no work display facilities, are silent and cordless.

Write your Examination Index Number on each page of your answer booklet.

Answer any FOUR out of SIX questions.

Question 1

- a) What is the meaning of Traditional Training methods? (2 marks)
- b) What are the main categories of Traditional Training methods? (3 marks)
- c) Describe the various methods included under the hands-on- training method. (20 marks)
(Total = 25 marks)

Question 2

- a) What is the meaning of 'learning'? (5 marks)
- b) Explain any FIVE learning theories you have learned. (20 marks)
(Total = 25 marks)

Question 3

- a) What is the meaning of the terms – Training Evaluation, Evaluation Design and Training Effectiveness? (6 marks)
- b) Describe the process involved in Training Evaluation. (6 marks)
- c) What are the factors that influence the type of Evaluation Design? (8 marks)
- d) What are the various types of Evaluation Design? (5 marks)
(Total = 25 marks)

Question 4

- a) What is meant by Needs Assessment? (2 marks)
- b) What are the different analyses present in the Needs Assessment? (3 marks)
- c) State any FIVE reasons for conducting training. (5 marks)
- d) Describe the analyses needed before choosing training. (15 marks)
(Total = 25 marks)

Question 5

- a) What is on-the-job training (OJT)? (5 marks)
- b) When is on-the-job training (OJT) applicable? (8 marks)
- c) What are the contents of an effective on-the-job training (OJT) programme? (12 marks)
(Total = 25 marks)

Question 6

- a) Describe Career Management. State the components of Career Motivation. (5 marks)
 - b) Describe the various stages of the Career Development model. (8 marks)
 - c) Describe the process involved in Career Management Systems. (12 marks)
- (Total = 25 marks)

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