



BOWEN UNIVERSITY, IWO
College of Management and Social Sciences
Industrial Relations & Personnel Mgt. Programme
Second Semester 2021/2022 Examination

Level	: 400
Course Title	: Training and Development
Course Code	: IRP 410
Credit	: 2
Instruction	: Answer Question One and any other two Questions
Time Allowed	: 2 Hours
Date	: Wednesday, 13 th July 2022

1. (a) According to Michael J. Jucious, define training. **(3 Marks)**
(b) Highlight the difference between training and development. **(6 Marks)**
(c) Mention four purposes of training and development in organisations. **(6 Marks)**
(d) There has been a drastic decline in the profit of your organisations. On inquiry, it was discovered that only 4 out of the 22 factory workers could operate the new machines that the company purchased recently. As the newly appointed Head of Human Resources, you are required to organise a training programme for all the factory workers. Write a proposal in not more than 300 words to the management to solicit for support and convince them how the training program will greatly boost production in your organisation. **(15 Marks)**

2. (a) What is learning and development? **(2 Marks)**
(b) Differentiate between learning, training and development. **(8 Marks)**
(c) Discuss the phases in learning and development. **(10 Marks)**

3. Write short notes on the following:
 - i. Case Study **(4 Marks)**
 - ii. Self- Instruction **(4 Marks)**
 - iii. Team Building Exercises **(4 Marks)**
 - iv. Job Rotation **(4 Marks)**
 - v. Role Playing **(4 Marks)**

4. (a) Discuss the William McGhee and Paul W. Thayer model for assessing training and development needs. **(7^{1/2} Marks)**
- (b) As a Human Resources Officer in your organisation, what steps do you require to identify the training and development needs in your organisation? **(5 Marks)**
- (c) Explain the parameters that are used to evaluate the success of training and development in an organisation **(7^{1/2} Marks)**
5. (a) In order to have a successful training and development, some factors need to be seriously considered. Discuss these factors. **(9 Marks)**
- (b) State the inputs of training and development **(3 Marks)**
- (c) Discuss the three methods of employees' development for professional growth in an organization **(8 Marks)**