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University Examinations 2021/2022

THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF HUMAN RESOURCE MANAGEMENT

BBR 3303: LEARNING AND DEVELOPMENT

DATE: OCTOBER 2022

TIME: 2 HOURS

INSTRUCTIONS: *Answer question **one** and any other **two** questions*

QUESTION ONE (30 MARKS)

- a) Functionally, differentiate meanings of education, training, learning and development concepts (8 marks)
- b) What are the objectives of L&D in an organization (10 marks)
- c) Discuss essential soft skills required by the L&D teams in modern organizations (12 marks)

QUESTION TWO (20 MARKS)

Identify and describe any 5 methods of analysing and determining training needs for employees in an organization (20 marks)

QUESTION THREE (20 MARKS)

What are the critical factors to be considered while preparing for training and development sessions for diverse learners? (20 marks)

QUESTION FOUR (20 MARKS)

Analyse the tenets of andragogy theory of adult learning as advanced by Malcolm Knowles (1980) (20 marks)

QUESTION FIVE (20 MARKS)

You have been asked to design management/executives development programme for your organization. Outline and explain key objective areas you must cover to be delivered to your management staff (20 marks)