



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

FIRST SEMESTER EXAMINATION 2020/ 2021 ACADEMIC SESSION

COURSE CODE: HRM 203

COURSE TITLE: HUMAN RESOURCE DEVELOPMENT

DURATION: 2 HOURS AND 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY.

- 1a. Explain what you understand by training, development, apprenticeship, organisation performance and state the different steps that are taken in training plan.
- 1b. Explicate the reasons for training in an organisation, list the training topics that are essential for better organisation performance.
- 2a. Discuss training evaluation and the strategies that may be employed to evaluate training.
- 2b. State the benefits of training and development to the different stakeholders.
- 3a. What is training need? Discuss three approaches that may be used in determining training need in an organization.
4. Discuss in details learning in the context of training, highlighting the factors that are involved in learning and explain the fundamental features of learning and types of learning in organisation
5. Discuss these learning theories and their importance to the employees: classical conditioning, operant conditioning and social learning theories.