



**UNIVERSITY EXAMINATIONS**  
**FIRST YEAR EXAMINATION FOR THE AWARD OF**  
**CERTIFICATE IN HUMAN RESOURCE MANAGEMENT /BUSINESS**  
**ADMINISTRATION**  
**FIRST SEMESTER 2023/2024**  
**[AUGUST-DECEMBER, 2023]**

**CHRM 006: EMPLOYEE TRAINING AND DEVELOPMENT**  
**STREAM: Y1 S1** **TIME: 2 HOURS**

**DAY: MONDAY, 9.00 – 11.00 A.M.** **DATE: 27/11/2023**

**INSTRUCTIONS**

- 1. Do not write anything on this question paper.***
- 2. Answer Questions ONE and any other THREE Questions.***

**QUESTION ONE**

- a. Define training and development and explain its importance (15 marks)
- b. Elucidate the concept of learning. (15 marks)

**QUESTION TWO**

Discuss the training process model. (20 marks)

**QUESTION THREE**

Discuss the different types of training. (20 marks)

**QUESTION FOUR**

Discuss managerial development and training. (20 marks)