



ICM

JUNE 2016

TRAINING & DEVELOPMENT

Instructions to candidates:

- a) Time allowed: Three hours (plus an extra ten minutes' reading time at the start – do not write anything during this time)
 - b) Answer any FIVE questions
 - c) All questions carry equal marks. Marks for each question are shown in []
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1. Having described the basics of 'on-the-job' training, evaluate its benefits to both staff and managers. [20]
 2. Discuss the impact of Kolb's theory of learning on the IT training programme. [20]
 3. What is a **learning and development strategy** and what impact does it have on both the individual and the organisation. [20]
 4. Give a full outline of the contents of a Training Needs Analysis and analyse how this analysis contributes to the design and implementation of the annual training programme. [20]
 5. Give THREE methods of training evaluation and discuss the importance of such evaluation. Conclude with your views as to the reasons why such evaluation is often limited. [20]
 6. Are management development programmes of benefit to the individual and to the organisation? [20]
 7. Outline the THREE types of 'off-the-job' training and analyse the benefits to the employee and employer. [20]
 8. Discuss the impact of vocational education on the young person and evaluate its importance to the organisation. [20]