Summer Examinations 2015

HRM300915N

Module Title
Developing People in Organisations

Level
Six

Time Allowed
Two hours

Instructions to students:

- Enter your student number not your name on all answer books.
- Answer three out of five questions.
- All questions are equally weighted.
- Neither books nor notes may be taken into the examination.

No. of Pages | 2
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No. of Questions | 5
Answer three out of five questions.

1. Discuss six factors that can influence HRD strategy, and explain what impact each can have on organisational learning.

2. Discuss what is meant by the term “barriers to learning”. Illustrate your answer with reference to a range of examples at both the individual and organisational level explaining what organisations can do to help reduce these barriers.

3. Explain the concept of training evaluation as part of the systematic training model for both the individual and organisation and explain why it is poorly carried out in some organisations (give company examples from your research).

4. Drawing upon the work of Honey and Mumford (1992) critically evaluate the concept of “learning styles” and explain how they could be used in a training needs analysis.

5. Define the term ‘Management Development’ and explain the aims and values of good management development and the impact it has on both employees and the organisation.

End of Paper