Examination Period 3: 2016/17

HRM300917N

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.
- Begin each question on a separate page, label each page clearly with the number of the question you are answering.
- Students are **not** permitted to remove this examination paper from the examination room. For all purposes the examination paper remains the property of the University of Northampton.

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Question 1

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

Question 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.

Question 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).

Question 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.

Question 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.