



# **THE MOMBASA POLYTECHNIC UNIVERSITY COLLEGE**

## ***Faculty of Business & Social Studies***

DEPARTMENT OF LIBERAL STUDIES, COMMUNITY DEVELOPMENT &  
COUNSELING

DIPLOMA IN COMMUNITY DEVELOPMENT COUNSELLING

(DCDC J09)

### **TRAINING METHODS**

END OF SEMESTER EXAMS

**SERIES:** APRIL/MAY 2010.

**TIME:** 2 HOURS

### **INSTRUCTIONS TO CANDIDATES**

1. The paper consists of **TWO** sections **A and B**.
2. Answer **ALL** questions in Section **A**.
3. Answer any **TWO** Questions **ONLY** from Section **B**.
4. ALL questions in Section **B** carry equal marks.

## SECTION A

(Answer **ALL** questions)

- Q.1 (a) Outline briefly **TWO** areas of differences between training and development. (6 marks)
- (b) In his address to the Line Managers, the Human Resources Controller of Stellar Enterprises made the following comment, “If you think that training is expensive -----, then try ignorance.” With reference to the benefits/advantages of training staff for any organization explain what the Human Resources controller was referring to. (10 marks)
- (c) State what you understand by the term Instructional Systems Development (ISD)? (2 marks)
- (d) A training program designed based on the ISD Model may contain the following elements; Analysis, design, development, implementation and evaluation. Give a short description of the following two components of the ISD Model.
- (i) Design Component (4 marks)
- (ii) Development (4 marks)
- (e) Highlight **TWO** advantages and **TWO** disadvantages of using flipcharts as a training aid by a trainer. (4 marks)

## SECTION B

Answer any **TWO** questions from this Section.

- Q.2 (a) Explain any **FIVE** factors that a trainer will consider to make a decision whether the training will be centralised or decentralized. (10 marks)
- (b) (i) Define apprenticeship training. (2 marks)
- (ii) Highlight the advantages of a systematic apprenticeship training. (8 marks)
- Q.3 (a) (i) Who is an adult learner? (2 marks)
- (ii) Name and explain the **FOUR** levels of learning through which adult learners go to reach the level of behavioural change. (8 marks)
- (b) As a community worker, one of the subject areas you may be required to train in, is entrepreneurship, explain the purposes of training communities in entrepreneurship. (10 marks)
- Q.4 Name and explain any **FOUR** factors that influences the choice of a training method by a trainer. (20 marks)
- Q.5 (a) Explain the purposes of Induction training for a new employee. (10 marks)
- (b) A popular school of thought claims that you cannot teach old dogs new tricks. Explain why there is reluctance on the part of older people to be retained. (10 marks)