

**NATIONAL UNIVERSITY OF LESOTHO  
INSTITUTE OF EXTRA MURAL STUDIES  
DEGREE IN ADULT EDUCATION  
2022/2023**

**FINAL EXAMINATION PAPER**

**ADE4404: TRAINING AND MANPOWER DEVELOPMENT**

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**JANUARY 2023**

**60 MARKS**

**3 HOURS**

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**INSTRUCTIONS**

- Answer any three (3) questions of your choice
  - Present your answer in essay form. Your essay should not exceed 10 pages.
  - Write legibly and proof read your work
  - Begin each question on a new page
  - Number your responses carefully
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### **QUESTION ONE**

Discuss with practical examples any five (5) situations that may cause organisations to provide training to their staff.

**[20 Marks]**

### **QUESTION TWO**

Explain with relevant examples four (4) reasons why the introduction of a Training Proposal is central to the success of an adult training programme.

**[20 Marks]**

### **QUESTION THREE**

- a) Discuss with relevant examples how you can use Maslow's hierarchy of needs to motivate adult learners in the teaching and learning situation.

**[20 Marks]**

### **QUESTION FIVE**

Explain with relevant examples why an adult learner should study sources of conflict in an organisation. Base your argument on five (5) sources of conflict.

**[20 Marks]**

### **QUESTION FIVE**

Describe situations in adult teaching and learning process in which three types of evaluation can be applied.

**[20 Marks]**