



ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

SECOND SEMESTER EXAMINATION

2018/ 2019 ACADEMIC SESSION

COURSE CODE: HRM 316

COURSE TITLE: MENTORING AND COACHING

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

1. (a) Explain what you understand by mentoring and coaching, stating their beneficiaries.
(b) Discuss the objectives of both mentoring and coaching.

2. (a) Discuss the key differences between mentoring and coaching.
(b) What are the parallels between mentoring and coaching?
(c) Explain mentoring and coaching skills.

3. Discuss the GROW coaching model propounded by Whitmore in 2009, stating its relevance in the present day organisation.

4. (a) Discuss in details barriers to effective coaching and mentoring and in your own way proffer solutions to these barriers with the intent of having effective mentoring and coaching.
(b) Explicate the various merits and demerits of mentoring and coaching.

5. List and discuss the procedures that a typical organisation's mentoring programme should follow.