



**NAMIBIA UNIVERSITY  
OF SCIENCE AND TECHNOLOGY  
FACULTY OF MANAGEMENT SCIENCES**

**DEPARTMENT OF MANAGEMENT**

<b>QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT</b>	
<b>QUALIFICATION CODE: 07BHRM</b>	<b>LEVEL: 7</b>
<b>COURSE CODE: PTD712S</b>	<b>COURSE NAME: PRINCIPLES OF TRAINING &amp; DEVELOPMENT</b>
<b>SESSION: JANUARY 2020</b>	<b>PAPER: THEORY</b>
<b>DURATION: 3 HOURS</b>	<b>MARKS: 100</b>

<b>SECOND OPPORTUNITY EXAMINATION PAPER</b>	
<b>EXAMINER(S)</b>	<b>Ms. Fiina Shimaneni</b> <b>Mr. Lukas Bock</b>
<b>MODERATOR:</b>	<b>Mr. B.U Shikongo</b>

<b>INSTRUCTIONS</b>
<ol style="list-style-type: none"><li>1. The paper consists of Section A and B.</li><li>2. Answer ALL the questions.</li><li>3. Write clearly and neatly.</li><li>4. Number the answers clearly.</li></ol>

**PERMISSIBLE MATERIALS**

1. Examination paper.
2. Examination script.

**THIS QUESTION PAPER CONSISTS OF 2 PAGES** (Including this front page)

**SECTION A**

**[40]**

**Question 1**

- 1.1 Formulate a purpose statement and eight specific learning outcomes that meet the requirements of good learning outcomes for a subject of your choice. (10)
- 1.2 Explain the behavioural factors that could influence course development. (8)
- 1.3 Differentiate between coaching and mentoring. (10)
- 1.4 Explain the critical elements of learning that must be addressed to ensure that you facilitate training effectively. (12)

**Section B**

**[60]**

**Question 2**

- 2.1 Describe the various types of assessment in an outcome based education and training. (20)
- 2.2 Discuss in detail how management development programmes (initiatives) can be used as an agent of change. (20)
- 2.3 In detail, explain the concepts of multiskilling, its importance and a number of ways that can be used to promote multiskilling in organisations. (20)

*End of examination paper*

**Total: 100 Marks**