



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

DEPARTMENT OF MANAGEMENT

QUALIFICATION: HONOURS BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 08HBHRM	LEVEL: 8
COURSE CODE: CMD812S	COURSE NAME: CAREER MANAGEMENT AND DEVELOPMENT
SESSION: NOVEMBER 2019	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

FIRST OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Dr Andrew Jeremiah
MODERATOR:	Mr. B.U. Shikongo

INSTRUCTIONS
<ol style="list-style-type: none">1. Answer ALL the questions.2. Write clearly and neatly.3. Number the answers clearly.

PERMISSIBLE MATERIALS

1. Examination paper.
2. Examination script.

THIS EXAMINATION QUESTION PAPER CONSISTS OF 3 PAGES (Including this front page)

Question 1

Read the case study and answer the questions that follow.

The career of my life (Ndeshimona):

As a paramedic in a large private company, I decided several years ago to do away with the wealth and luxuries that comes with a corporate suit-wearing job for the subjective benefits achieved through the provision of emergency care of those in need. Appalling salaries, difficult and dangerous working conditions and the rise in medical-legal litigation plague the industry.

As paramedics, we provide care to the sick and injured 24 hours a day, seven days a week. However, we provide this care amidst scandalous articles that berate our profession from the families of patients who verbally and physically abuse us out of sheer frustration. We are equally frustrated by actions of the government and the sheer lack of resources and qualified people to do the job. We are also upset when we read about wanton spending sprees and sheer wastefulness that the government continues to perpetrate.

For many people, the work we do seems strange. We work bizarre shifts (often throughout the night), climb onto overturned cars and burning buildings, all without thought to the personal danger to ourselves or the effects of our work has on our families.

My career success has resulted from the best that I can be. No matter what the time of day or night, when we report for a call, we provide the very best service we can with the limited resources that often available. I have continued my education both in the medial arena and with respect to human capital management so as to become a better paramedic. The more I know the emergency medicine, the more and better care I will be able to provide to my patients. The greater my level of human resource education, the better able I will provide for my family when I can no longer work in the pre-hospital environment.

I would describe myself as successful in my career because I feel great pride in the work that I do. The salary may not be wonderful and the working hours are strange, and the conditions sometimes scary, but ultimately I can go to bed every night knowing that I did something very special to help those in need. Many people sit on their couches and complain about the state of our country-the high crime rate, the poor healthcare, the disrepair of our schools and the inadequacy of our teachers but do nothing to correct the situation. Very few people made the decision to get up and become a police reservist, a paramedic or fire fighter. Their argument is that this type of work is too dangerous. They may correct in their assertions, but then if that is the case who then should be involved in community projects that should help in rebuilding and repairing our schools? How many of us are prepared to sacrifice our time and lives for others safety and decent living?

I know that the little contributions I making towards uplifting the lives of others and the vulnerable members of our communities, makes a difference in the lives of our people. Career success is not about how much money you make or how many people you manage or what position you occupy in an organization. Career success is about being true to yourself and following your dreams. Set your dreams high and know that as long as you persevere you will ultimately achieve your goal. There is no age limit on learning and you will always be able to hold your head high when you achieve the things that you set to do. That is true success.

1.1 In the case study, pick out and discuss work values that influence the meaning of work for individuals by focusing on the need for performance recognition, rewards, personal growth and development, choice of career, and need for work life balance. (20)

1.2 In the case study, a number of concepts such as career success, career resilience, career management, career self-management and protean career are described. Discuss these concepts with supportive evidence of what they mean from the case study. (20)

1.3 From the case study, Ndeshimona is working in a modern organization. Describe and comment briefly in which forms the modern organization seems to be characterised. (20)

1.4 Holland's theory of personality and occupational types boils down to people being characterized in terms of their resemblance to six personality types or modal-personal orientations. Identify and discuss the so called 6 personality types and suggest one occupation which best suit each of them. (20)

1.5 Identify and discuss the six dimensions of psychological well-being and supply examples of how the dimensions relate to career development. (20)

[GOOD LUCK]
[END OF EXAMINATION]