



PAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION

DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRMH	LEVEL: 8
COURSE CODE: CBT811S	COURSE NAME: CAPACITY BUILDING AND TALENT MANAGEMENT
SESSION: JUNE/JULY 2024	PAPER: THEORY (PAPER 1)
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION PAPER	
EXAMINER(S)	Mr. ODILO SIKOPO
MODERATOR:	Mr. BU Shikongo

INSTRUCTIONS
1. Answer ALL the questions. 2. Read all the questions carefully before answering. 3. Number the answers clearly

THIS QUESTION PAPER CONSISTS OF _4_ PAGES (Including this front page)

Section A

(54 Marks)

Question 1.

- 1.1 Analyse the following concepts with reference to capacity building and talent management? **(12)**
- a) Talent/Employee Value Proposition (EVP)
 - b) Talent management governance
 - c) Diversity management
- 1.2 Your organisation has introduced a new Tourism subsidiary as part of the expansion strategy? As the HR Manager you have been requested to develop a reward strategy for this new Product/service based on its life cycle. Identify and analyse how you will prioritise the incentives throughout the life cycle? **(20)**
- 1.3 Critically analyse the principles that inform the measurement of talent management strategy processes? **(10)**
- 1.4 List properly and discuss in their correct sequence the 5 steps in Talent Management planning process. **(12)**

Section B: Case Study

(46 Marks)

Question 2

Read the case study below and answer the following questions.

Title: World Skills Africa Report 2022

DECEMBER 9, 2022 | NEWS | NTA_ADMIN

09 December 2022

The second ever WorldSkills Africa Competition, which took place in Swakopmund from 28 March to 2 April, empowered and inspired African youth to pursue personal and economic fulfilment through the power of skills. African policymakers, members from international organisations, Partners, WorldSkills Experts, and Champions gathered to celebrate not only the winners but the success of a Competition that will become a landmark event for skills development on the continent.

Over the past few weeks, a delegation from NTA visited the various sponsors and partners who came on board for the event to share the event report and present them with a special certificate of appreciation.

The NTA would like to thank each and every sponsor, that came on board and shared the notion that any investment in skills development is an investment in people, the world's most important natural resource. Skills development help to uplift communities, it empowers individuals to make a difference in their own lives, to that of their communities, to that of their countries, to that of the world.

- 2.1 Identify and discuss any five benefits that the World Skills Africa has on the Development of Talent for an emerging economy like Namibia? **(20)**

- 2.2 The Namibia Qualification Authority (NQA) is responsible for the accreditation of qualifications, standardization of unit standards that validate specific qualifications. Discuss what Unit standards are and how they contribute to the alignment of local qualifications and international Institutions qualifications? **(14)**

Question 3.

- 3.1 Discuss practices that an organisation can implement in creating an inclusive and supportive environment for diversity Management. **(12)**

Total: 100