



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF COMMERCE, HUMAN SCIENCE AND EDUCATION

DEPARTMENT OF TECHNICAL, VOCATIONAL EDUCATION AND TRAINING

QUALIFICATION : DIPLOMA IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING : MANAGEMENT	
QUALIFICATION CODE: 06DTVT	LEVEL: 6
COURSE CODE: MOD620S	COURSE NAME: Management of Organisational Development and Learning
SESSION: JAN 2025	PAPER: 2
DURATION: 3 HOURS	MARKS: 100

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

THIS QUESTION PAPER CONSIST OF 3 PAGES – INCLUDING COVER PAGE

1. Education administration is a complex term concerned with education. Indicate from the definitions below the correct definition of education administration by indicating TRUE or FALSE
(30 Marks)

- a. Education administration is a structure that facilitates the coordination of the numerous activities that goes on in the ministry of education.
- b. Education administration is the process of integrating the efforts of personnel and of utilising appropriate material in such a way as to promote effectively the development of human quality.
- c. Education administration is a social process concerned with identifying, maintaining motivating controlling, executing, evaluating and unifying formally and informally organised human and material resources within an integrated system designed specifically to achieve predetermined objectives.
- d. Education administration is a process which involves educational policies, educational planning, direction, coordination and supervision of education programmes.
- e. Education administration is concerned with, children, parents, teachers, administrators, and other employees.
- f. Education administration is also concerned with, ideas, curriculums, courses, rules, regulations, laws, methods, and community requirements.
- g. Education administration is concerned with the development of education throughout the country. This is done by translating national objectives into reality at different levels of the structure.
- h. Education administration is concerned with national financing of education. It also gives scholarships.
- i. Education administration is concerned with establishing national administrative institutions which are situated at different levels.
- j. Education administration is concerned with, funds. Buildings, grounds, equipment, and other institutional supplies.

2. The list below is a list of external forces that influences organisational development, Identify the forces by indicating true or false
(20 Marks)

- a. Political issue
- b. Competition
- c. New visions and goals
- d. New technology
- e. New broom pressure
- f. Economic factors
- g. Reputation and credibility pressures
- h. Mandated pressure
- i. Geopolitical pressure
- j. Market decline pressure

3. Learning organisations are those that have in place systems, mechanisms and processes, that are used to continually enhance their capabilities and those who work with it or for it, to achieve sustainable objectives - for themselves and the communities in which they participate. Define and describe the five key principles of achieving learning organisation discussed in this course. **(25 Marks)**

4. Culture is the sum of the inherited ideas, values, beliefs and knowledge that determines social structure and motivate people to enhance and cultivate traditions. Define and describe the five attributes which will influence organisation culture. **(25 Marks)**

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