



**NAMIBIA 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: 07BHRM	COURSE LEVEL: 5
COURSE CODE: TDP711S	COURSE NAME: TRAINING AND DEVELOPMENT PRACTICE
SESSION: JUNE 2025	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

FIRST OPPORTUNITY EXAMINATION PAPER

EXAMINER(S)	MR. ODILO SIKOPO
MODERATOR:	Mr. B.U. SHIKONGO

INSTRUCTIONS

<ol style="list-style-type: none">1. Answer ALL the questions.2. Read all the questions carefully before answering.3. Number the answers clearly
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PERMISSIBLE MATERIALS (PEN, RULER)

THIS PAPER CONSISTS OF 8 PAGES (Including this front page)

Section A: structured Questions

(51 marks)

Question 1

- 1.1 Discuss with your own understanding the following concepts in relation to Education, Training and Development. **(9)**
- 1.1.1 Learning outcome
 - 1.1.2 Mentoring
 - 1.1.3 Talent Management
- 1.2 Discuss the concept of assessment and the purposes that assessment plays in training and development? **(8)**
- 1.3 Identify the verb, noun and modifier in each phrase below: **(6)**
- a) Demonstrate the use and care of specified carpentry tools in accordance with prescribed criteria.
 - b) Compile a draft outline of a workplace skills plan for a small business of 50 employees according to the requirements of the relevant SETA.
- 1.4 Differentiate between the three components of potential and provide an example for each? **(9)**
- 1.5 Didi is a Lecturer at NUST in the Human Resources Department. Didi has successfully been lecturing students on business planning strategy. Didi has been delivering the same course for approximately five years now and ensures that the content is kept up to date. However, last year's feedback was poor with students saying that his lectures were not engaging and lacked student participation. The content was well received, but the lecture's approach was poor marked.
- 1.5.1 Explain the potential steps that Didi could take to ensure his Lecture remains engaging? Explain why? **(10)**
 - 1.5.2 Discuss three alternative methods that Didi can use instead of lecturing? **(9)**

QUESTION 2

Read the following case study and answer the following questions.

NWR employees improve management skills**Stefanus Nashama**

Thirty-one employees at the Namibia Wildlife Resorts (NWR) have completed the Management Development Program aimed at improving their management and leadership skills required in the industry. The program took about a year for employees to complete the program. The Management Development Program was designed in-house and was tailored to enhance the management skills of resort and head office managers and to prepare them with the necessary tools and knowledge to succeed in their roles.

While speaking at the event, Matthias Ngwangwama, the Managing Director of Namibia Wildlife Resorts, acknowledged all the employees on the successful completion of the program. "NWR commits itself to provide training, development and capacity-building opportunities to all its employees," Ngwangwama said.

He said the employees demonstrated hard work and dedication during the whole time of the program. "Their commitment to self-improvement is a testament to their professionalism and their desire to contribute to the growth and success of our country and organization," Ngwangwama stated. He said that Namibia Wildlife Resorts is committed to providing its employees with the necessary training and development opportunities to enhance their skills and grow in their careers.

"The Management Development Program is just one example of this commitment, and NWR will continue to invest in its employees to ensure the organisation's success," he said. Employees received their certificates from Ngwangwama at yesterday's ceremony.

The program includes the following areas of study; leadership, strategy, finance and human resources management.

- 2.1 Discuss the role of Management Development Programmes as an Agent of change in an organisation? (5)
- 2.2 Implementing change is one of the vital practices that will be demanded from management, hence the need for good Management Development. As a manager in an organisational, share three ways of how management development will supports change in your organisation. (9)
- 2.3 Management Development Programmes are usually meant to build good leadership qualities for managers so that they can manage under challenging times. Analyse some of the common characteristics of that organisations requires

- from its leaders. (10)
- 2.4 Providing an effective training Programme for Managers requires the application of the most ideal methodology in order to harness the training benefits efficiently. Analyse the different styles of Learning for Managers according to Kold's learning cycle? (20)
- 2.5 Discuss the Role of understudy in Management development? (5)

Total Marks: 100

Good luck!