



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: 07BHRM	LEVEL: 7
COURSE CODE: TDP711S	COURSE NAME: TRAINING & DEVELOPMENT PRACTICE
DATE: JULY 2025	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY QUESTION PAPER	
EXAMINER(S)	MR ODILO SIKOPO
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INSTRUCTIONS	
<ol style="list-style-type: none">1. Answer ALL questions.2. Write clearly and neatly.3. Number your answers clearly.	

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

Section A: structured Questions

(61 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 organisation
 - 1.1.2 Coaching
 - 1.1.3 Performance Management
- 1.2 Analyse the principles that an organisation should rely on during the process of assessment? **(18)**
- 1.3 Discuss the concept of outcome-based assessment and analyse the 8 steps that you should follow in conducting an out-come based assessment? **(15)**
- 1.4 Human resources have an important task as strategic partners in finding, managing, and developing talent to ensure that the individual and organisational objectives are aligned.
 - 1.4.1 Do you agree with this statement? Give reasons for your answer. **(5)**
 - 1.4.2 Analyse the 7 steps that Human Resources can rely on for developing high potential, talented employees within an organisation? **(14)**

SECTION B: CASE STUDY**(39 marks)****QUESTION 2****Read the following case study and answer the following questions.**

Holy media outlet, rooted in providing investigative journalism in emerging markets, faces significant challenges in adapting to the digital era, necessitating workforce training to remain competitive. The organization struggles with a 30% decline in traditional revenue streams and a slow digital adoption rate among its staff, which hampers its ability to effectively engage with a younger, more digitally savvy audience. Externally, it faces stiff competition from global media conglomerates and local news sources that have already transitioned to digital platforms, leading to a loss of market share. The primary strategic objective of the organization is to undergo a comprehensive digital transformation to enhance content delivery, audience engagement, and open new revenue channels.

- 2.1 Formulate a purpose statement for the above training? **(5)**
- 2.2 Formulate any five (5) relevant learning objectives for the above training? **(10)**
- 2.3 The selection of relevant content will be key for the Holy media holding to achieve its desired objectives. Identify and discuss any criteria that the company should rely on in selecting the right learning content? **(14)**
- 2.4 Achieving the objectives of a training plan can be faced with critical challenges. Discuss common challenges that Holy Media outlets should prepare for in order to advance the most effective training programme? **(10)**

Total Marks: 100

Good luck!