



**NAMIBIA UNIVERSITY**  
OF SCIENCE AND TECHNOLOGY

**FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION**

**DEPARTMENT OF TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING**

<b>QUALIFICATION :</b> DIPLOMA IN TVET TRAINER	
<b>QUALIFICATION CODE:</b> 06DTVM	<b>LEVEL:</b> 6
<b>COURSE CODE:</b> MOD620S	<b>COURSE NAME:</b> MANAGEMENT OF ORGANISATIONAL DEVELOPMENT AND LEARNING
<b>DATE:</b> JANUARY 2024	<b>PAPER:</b> THEORY
<b>DURATION:</b> 3 HOURS	<b>MARKS:</b> 100

<b>SECOND OPPORTUNITY EXAMINATION QUESTION PAPER</b>	
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<b>MODERATOR:</b>	Mrs B. Cloete

<b>INSTRUCTIONS</b>
<ol style="list-style-type: none"><li>1. This paper consists of 2 sections with 6 questions.</li><li>2. All the questions are compulsory.</li><li>3. Read all questions carefully before answering.</li><li>4. Number your answers clearly.</li><li>5. Make sure your student number appears on the answering script provided.</li></ol>

**PERMISSIBLE MATERIALS**

1. Examination paper.
2. Examination script.

**THIS QUESTION PAPER CONSISTS OF 10 PAGES (Including this front page)**

## SECTION A: MULTIPLE CHOICE QUESTIONS

### QUESTION 1 - Short Questions [10]

Question 1 consists of 10 multiple choice questions. For each question there are four possible answers **a, b, c and d**. Choose the one you consider correct. Just write the question number and the letter of your choice. E.g., **1. d**.

**1.1** The fundamental purpose for the existence of any organisation is described by its: -

- a. policies
- b. mission
- c. procedures
- d. strategy

**1.2** OD process is cyclical and ends when: -

- a. Desired development result is obtained.
- b. Plan is implemented.
- c. Data is gathered.
- d. Problem is identified.

**1.3** People's perceptions and attitudes about the organisation represent: -

- a. Organisational Behaviour
- b. Organisational Climate
- c. None of the above
- d. Both a and b

**1.4** The following is not a key outcome of OD: -

- a. Financial performance
- b. Stakeholder engagement
- c. Increased capacity
- d. Individual empowerment

**1.5** The purpose of Career Management is to: -

- a. Assisting employees to improve their performance.
- b. Clarifying available career options.
- c. Aligning the aspiration.
- d. All of the above

**1.6** Career Management does not include: -

- a. Self-Assessment
- b. Career Awareness
- c. Skill Development
- d. Structural Assessment

**1.7** \_\_\_\_\_ are the building blocks of organisations.

- a. Individuals
- b. Systems
- c. Work teams
- d. None of the above

**1.8** OD seeks to improve functioning of \_\_\_\_\_

- a. Individuals
- b. Teams
- c. Organisations
- d. All of the above

**1.9** People's perceptions and attitudes about the organisation represent: -

- a. Organisational Behaviour
- b. Organisational Climate
- c. None of the above
- d. Both a and b

**1.10** The process of taking decisions based on environmental scanning.

- a. Governance process
- b. Collective decision
- c. Strategic Planning
- d. Organising factors and trends that affect work.

## **SECTION B: STRUCTURED QUESTIONS**

### **QUESTION 1 - Management of Organisational Development Concepts. [20]**

**1.** Write short notes to clarify the concepts below. Use real examples from TVET to support your answers.

**1.1** Change Management (4)

**1.2** Strategic Management (4)

- 1.3 Change Planning (4)
- 1.4 Organisational Development (4)
- 1.5 Technostructural Interventions (4)

**QUESTION 2 - Organisational Development (OD) Concepts and Approaches in TVET. [22]**

- 2.1 Define the concept 'Organisational Development (OD)' from a TVET perspective. (4)
- 2.2 Identify the systematic Organisational Development (OD) approaches and explain their significance in TVET institutions. (10)
- 2.3 Discuss any four steps you would apply in implementing an Organisational Development (OD) program in a TVET institution. (8)

**QUESTION 3 - Career Path, Career Development and Career Management. [20]**

- 3.1 Explain the difference between concepts 'Career Development' and 'Career Management'. (4)
- 3.2 Briefly discuss the significance of TVET in shaping career paths and how can it contribute to individual career development? (8)
- 3.3 Briefly explain the role of career management in TVET in terms of key element (only four) and indicate how they impact long-term career success. (8)

**QUESTION 4 - Organisational Development (OD) Interventions/Techniques [18]**

- 4.1 Mention the four classifications of OD Interventions. (4)
- 4.2 Discuss the Human Process Interventions of the Organisational Development in classifications 3.1 above. (14)

**QUESTION 5 - Case Study Scenario. [10]**

Scenario: Jane is a student in a TVET program specializing in automotive mechanics. As part of her WIL experience, she has been interning at a local auto repair shop for the past three months. During her internship, Jane has been responsible for various tasks, including diagnosing and repairing common vehicle issues, conducting routine maintenance and assisting senior mechanics.

Questions:

**5.1** What is the purpose of Work-Integrated Learning (WIL) in TVET programs? (4)

**5.2** Briefly explain the benefits of WIL for Jane, the student. (2)

**5.3** What challenges might Jane face during her WIL experience and how can she overcome them?  
(2)

**5.4** How can Jane's TVET institution ensure the success of her WIL experience? (2)

**TOTAL MARKS: 100**

**END OF EXAMINATION PAPER**