



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 08HHRM	LEVEL: 8
COURSE CODE: CBT811S	COURSE NAME: CAPACITY BUILDING AND TALENT MANAGEMENT
DATE: JUNE 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Mr. Odilo Sikopo Ms. Martha Namutuwa
MODERATOR:	Mr. B.U Shikongo

INSTRUCTIONS	
<ol style="list-style-type: none">1. Answer ALL the questions.2. Write clearly and neatly.3. Number your answers clearly.	

PERMISSIBLE MATERIALS

1. Examination paper
2. Examination script

THIS QUESTION PAPER CONSISTS OF 2 PAGES (Including this front page)

Question 1

Discuss Talent management, Talent sourcing; Talent management governance, and workforce planning with reference to capacity building. **(20)**

Question 2

Critically analyse the principles that inform the measurement of talent management strategy processes. **(10)**

Question 3 Evaluate any five of Bluen's Integrated Talent Management perspectives. **(10)**

Question 4

Discuss the talent management challenges that Multi-National Corporations might face in Emerging Markets. **(10)**

Question 5

The Namibia Training Authority (NTA) coordinated the World Skills Africa in 2022 which aims to unlock technical and vocational education and training (TVET) potential and other economic benefits.

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

5.2 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. **(15)**

Question 6

Discuss practices that an organisation can implement in creating an inclusive and supportive environment for diversity Management **(15)**

Total: 100

