



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

**FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION
DEPARTMENT OF GOVERNANCE MANAGEMENT SCIENCES**

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT HONOURS	
QUALIFICATION CODE: 07BHRM	LEVEL: 8
COURSE CODE: CMD812S	COURSE NAME: CAREER MANAGEMENT AND DEVELOPMENT
SESSION: NOVEMBER 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Dr Andrew Jeremiah Mr Elias Kandjinga
MODERATOR:	Dr S. Amunkete

INSTRUCTIONS
1. Answer ALL the questions. 2. You are expected to apply your subject knowledge to the questions. 3. Write clearly and neatly. 4. Number your answers clearly.

PERMISSIBLE MATERIALS

1. Pen
2. Ruler

THIS QUESTION PAPER CONSISTS OF 4 PAGES (Including this front page)

SECTION A (answer all the questions)

(35 marks)

1. Briefly discuss the meaning of work in eras listed below. **(10)**
 - a. Pre-industrial era
 - b. Industrial era
 - c. Post-industrial era,
 - d. 21st Century
2. They say that values influence the meaning of work these days. Imagine that you have the said values in your work/from your job. Identify and discuss how this influence your own meaning of work. **(15)**
3. One way to address the well-being and authentic happiness of employees is to change the situation. Define the term authentic happiness and identify eight organisational interventions to ensure employee wellbeing and ultimately authentic happiness. **(10)**

SECTION B (answer all questions)

(65 marks)

Read the following case study and answer all the questions that follows.

Career Mobility, Maturity, Employability and Resilience: A Case of Diina

“My initial career goal was to become a financial advisor in Windhoek. When I was in Grade 10 my class teacher advised me to drop Mathematics. His argument was that it would be very difficult for an African, let alone an African woman, to ever secure a position as a financial advisor. Now when I look back, I realise that agreeing to that type of mentality was the worst mistake of my career. In the same year, my father ordered me out of school because he believed educating the girl child was a waste of money. He claimed that I would get married one day and make someone else very rich with my education. ”

“I was 16 years old when I started living with my worst nightmare. I went to work as a domestic worker for a white family here in Windhoek. My peers were in Grade 10 and the embarrassment of working as a domestic worker nearly killed me. I worked long tedious hours from 7 am to 5 pm as a domestic worker for nearly two years when my aunt Lenyatso organised a job for me at a suburban primary school where I also worked as a domestic worker. I cannot say how good the salary was because father demanded it all. He preferred it handed over to him in a sealed envelope and never gave me even a single cent. On my 17th birthday, I started secretly buying and selling vegetables during my spare time because I needed to earn money for myself and use it to develop myself education-wise.”

“I used the money that I earned from my project to register for Grade 10 through correspondence. Performing hard manual labour from eight in the morning to five in the afternoon was not pleasant but extremely strenuous. At that time, however, I was too angry and emotional not to feel anything. Through hard work, it took me three years to acquire the famous Grade 12 certificate. During the time I was studying, my stepmother could not allow me the house electricity, and so I did my studies and reading using the moonlight, and if there was no moonlight, there were no studies for me. Therefore, my eyesight was affected and today I wear spectacles.”

“After obtaining my Grade 12 certificate, I applied at a nursing school. It was not because I loved nursing but because I wanted to escape from home. I was surprised when my

application accepted. I trained as a nurse and in the process came to appreciate and love the work. I obtained distinctions in most of the subjects I studied. That opened doors for me and I was able to progress much faster in my career. I later obtained a BA (Honours) through correspondence after enrolling with the University of South Africa (UNISA). Along the way I was also awarded a couple of diplomas.”

“Now, I work as a chief matron at a prominent medical institution. I still love working with figures and numbers and appreciate and love my current career even though I initially chose it out of frustration. Most of my patients have confided in me that my personal approach makes them feel that they are in capable hands. I must admit that this makes much more worthwhile to be in this occupation or calling.”

Questions:

1. Having read the case study, in essence, Diina attempted four (4) types of careers until she settled for nursing. Identify these four career types and briefly articulate them with examples from the case study. **(20)**
2. With the aid of examples from the case study, prove that Diina had career reliance, employability, career progression, career success, continuous learning, and career maturity. **(25)**
3. Use Parson’s trait-and factor/person-environment-fit theory to counsel Diina for the job of financial advisor. **(10)**
4. Having read the case study, Diina showed that she was well engaged in terms of work engagement. Based on the case study, discuss in detail three dimensions of work engagement that Diina outwardly demonstrated. **(10)**

Total marks: 100

End of examination paper!

Good luck

Qamrah 18/10/22