



NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE, HUMAN SCIENCE AND EDUCATION

DEPARTMENT OF TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING

QUALIFICATION: DIPLOMA IN TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING: TRAINER	
QUALIFICATION CODE: 06DTVT	LEVEL: 6
COURSE CODE: MTV620S	COURSE NAME: MANAGEMENT OF TVET
SESSION: JANUARY 2025	PAPER: 2
DURATION: 3 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER	Dr Indepentia de Waldt
MODERATOR	Dr Nico Sisinyize

INSTRUCTIONS

1. Answer ALL the questions.
2. Read all the questions carefully before answering
3. Number the answers clearly

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

Question 1 (10 x 2 = 20 marks)

Read the following statements and indicate true if you agree with the statement and false if you do not agree.

- 1.1 Laissez-faire leadership refers to leaders making few decisions and allowing their staff to choose appropriate workplace solutions.
- 1.2 There are only two management levels at Vocational Training Centres.
- 1.3 A vision statement states the future objectives of an organization.
- 1.4 One of the benefits of strategic planning is to enhance decision-making.
- 1.5 The following statement is an example of organizational values: *"To provide an efficient training and assessment service in the technical and commercial fields to deliver competent, skilled manpower who will gain meaningful employment locally, regionally, internationally, self-employment and employment creation towards the realization of vision 2030"*
- 1.6 Continuous Professional Development (CPD) is only meant for employees and not leaders.
- 1.7 Inclusion in the workplace refers to valuing everyone's contribution.
- 1.8 The acronym PESTLE stands for Political, Economical, Social, Technological, Labour and Environmental.
- 1.9 Head of Career programmes is an example of lower or first-line management.
- 1.10 There is no difference between a manager and a leader.

Question 2 (28 marks)

As Centre Manager at XYZ Vocational Training Centre, you, in collaboration with stakeholders, have developed the strategic plan of XYZ VTC through extensive collaboration. You are now at the stage where the strategic plan must be implemented.

- 2.1 Mention five (5) organisational values that can be part of the strategic plan of XYZ VTC. **(5 marks)**
- 2.2 Mention the seven (7) steps to ensure successful implementation of the strategic plan. **(7 marks)**
- 2.3 Discuss the challenges XYZ Vocational Training Centre might face when implementing the strategic plan. Provide at least five challenges and suggest potential solutions for each. **(10 marks)**

- 2.4 Discuss three supporting plans that should be developed and implemented to support the implementation of the strategic plan. **(6 marks)**

Question 3 (38 marks)

You have been the Head of Training at Nangolo VTC for the past year. During your interaction with the Trainers, you noticed they do not work together as a team.

- 3.1 Mention seven (7) ways you can build solid and positive working relationships amongst the Trainers. **(7 marks)**
- 3.2 Explain four (4) benefits that will allow managers to promote good relationships in the workplace. **(8 marks)**
- 3.3 Mention seven (7) ways you can develop the team. **(7 marks)**
- 3.4 Explain the four (4) functions of teams in the workplace. **(8 marks)**
- 3.5 Discuss the four (4) stages in team development. **(8 marks)**

Question 4 (14 marks)

- 4.1 Discuss the main types of Work Integrated Learning as outlined in the Procedures and Guidelines for implementing the WIL Policy. **(6 marks)**
- 4.2 Explain the impact of Work Integrated Learning on the stakeholders. **(8 marks)**

Total = 100 marks

END