

IOP2605

October/November 2016

HUMAN CAPACITY DEVELOPMENT

Duration 2 Hours

80 Marks

EXAMINERS

FIRST

SECOND

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Closed book examination

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This examination question paper consists of 3 pages.

[TURN OVER]

SECTION A

Answer any **TWO** questions from this section. Each question is worth 25 marks

QUESTION 1

A key part of lifelong learning is to create and access participation opportunities. Critically discuss the challenges and possibilities in creating and accessing participation opportunities in South Africa by referring to the following

- a) Discuss how the challenges to produce quality basic education may impact the community members' ability to participate in the four core domains of pedagogy (12)
 - b) From the perspective of pedagogy, explain how skills obtained in organisations can be applied to under-resourced communities (5)
 - c) Explain the critical success factors that indicate if e-learning is an appropriate means to provide learning opportunities (8)
- [25]**

QUESTION 2

A friend has asked you for your advice on developing more of the characteristics of a competent human being

- a) By means of practical examples and discussion of the various perspectives on the competent human being, indicate how you would advise your friend on becoming a more competent human being (20)
 - b) Explain how perceptions could help or hinder a person in becoming a more competent human being (5)
- [25]**

QUESTION 3

Discuss lifelong learning and education by referring to the following

- a) Necessity of lifelong learning in educational systems (5)
 - b) Education and higher education institutions (5)
 - c) Higher education institutions as learning organisations (5)
 - d) Collaboration between higher education institutions and the private sector (5)
 - e) Lifelong learning in the South African context (5)
- [25]**

QUESTION 4

Illustrate your understanding of lifelong learning by referring to the following aspects

- a) Distinguish between learning and lifelong learning (10)
 - b) Explain the meaning and implications of reflexivity and gradateness (15)
- [25]**

Subtotal: [50]

[TURN OVER]

SECTION B

Answer **any THREE** questions from this section
All the questions have the same value (10 marks)

QUESTION 5

Organisational change impacts on employees and carries risk with it. Discuss these risks for the organisation and illustrate each with an example (10)

QUESTION 6

Distinguish between the following

- a) Double loop vs single loop learning (5)
 - b) Formal vs informal learning (5)
- (10)

QUESTION 7

Explain how the neuroscience applies to learning settings (10)

QUESTION 8

Discuss 10 characteristics of a learning organisation (10)

QUESTION 9

Illustrate your understanding of knowledge management by referring to the following

- a) Explain tacit vs explicit knowledge (5)
 - b) Distinguish between knowledge as an object and knowledge as a process (5)
- (10)

Subtotal: [30]

GRAND TOTAL: [80]