

IOP2605

May/June 2017

HUMAN CAPACITY DEVELOPMENT

Duration 2 Hours

80 Marks

EXAMINERS

FIRST

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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

Developing the skill to navigate change successfully is a lifelong learning process due to the various aspects of change. Critically discuss the following aspects of change.

- (i) The nature of change (5)
 - (ii) The rate of transformation of change (5)
 - (iii) Conceptualisation of change (5)
 - (iv) Perception of change (5)
 - (v) Types of change (5)
- [25]**

QUESTION 2

Bui & Baruch (2013) suggested that a learning organisation comprises four categories namely learning at work, organisational learning, learning climate and learning structure. Blackman (2013) argued that the development of these four categories depends on some contextual factors namely individuality, activity, location, time and relationships.

- (i) Illustrate through a discussion or table how these five contextual factors could influence the four categories (20)
 - (ii) Explain the five main activities in a learning organisation as suggested by Lawler & Sillitoe (2013) (5)
- [25]**

QUESTION 3

Discuss the meaning of reflexivity, gradueness and employability in lifelong learning.

- (i) Reflexivity (10)
 - (ii) Gradueness (10)
 - (iii) Employability (5)
- [25]**

QUESTION 4

Diversity workplace learning has been characterised in the form of an "expansive-restrictive continuum". Discuss the expansive restrictive-continuum in depth. Refer to the following in your discussion.

- (i) Summarise the expansive characteristics of the continuum (9)
 - (ii) Summarise the restrictive characteristics of the continuum (9)
 - (iii) What are the classic skills used by change leaders that could support the expansive characteristics of the continuum (7)
- [25]**

Subtotal: [50]

SECTION B

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

QUESTION 5

Critically discuss the characteristics of a competent human being inferred from Jung's theory of the individuated person (10)

QUESTION 6

Explain how perceptions influence thoughts and behaviour (10)

QUESTION 7

Discuss the role of technology and communication as a global force (10)

QUESTION 8

Summarise the underlying principles of partagogy (10)

QUESTION 9

Explain how regional cultural and social forces impact on the development of South African communities (10)

Subtotal [30]

GRAND TOTAL: [80]