

**IOP3073**

October/November 2013

**HUMAN CAPACITY DEVELOPMENT**

Duration 2 Hours

75 Marks

EXAMINERS .  
FIRST

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SECOND  
EXTERNAL

Closed book examination

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**This paper consists of 3 pages.**

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## SECTION A

ANSWER ANY TWO OF THE FOLLOWING THREE QUESTIONS.

- (1) Match the terms/ concepts in **column A** below with their corresponding descriptions/ explanations in **column B**:

Column A	Column B
A Individuation	1 One of the characteristics that sometimes be exhibited by self-actualisers and is shared by less healthy individuals
B Synergy	2 The global orientation that the world is comprehensible, manageable and meaningful
C Ladder of inference	3 The whole is more than the sum of its parts
D Sense of coherence	4 A process of differentiation, which has as its goal the development of the individual personality
E Temperamental	5 The progressive process of making observations, gathering information, making assumptions, and deciding on an action
F The strategy behind the NQF	6 Ubuntu as an orientation to life, a philosophy that brings to the fore images of supportiveness, cooperation and solidarity
G Communalist	7 Continuous experimentation and feedback in an ongoing examination of the way in which organisations define and solve problems
H Partagogy	8 The increased pace of interconnectedness over the world as a result of technological changes as well as a philosophy of liberalisation
I Generative learning	9 To deregulate providers of education and training as well as how, when and where it takes place
J Globalisation	10 A new learning science aimed at assisting individuals develop the skills and knowledge they need to access available participation opportunities and create new ones over the course of their live spans

(10)

- (2) Discuss the economy as a global force impacting on human capacity development (10)

- (3) Briefly discuss the building blocks that a learning organisation should be founded on (10)

**[20]**

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**SECTION B****ANSWER ANY TWO OF THE FOLLOWING THREE QUESTIONS**

- (4) Identify at least 5 salutogenic constructs other than "Sense of Coherence" and provide a brief discussion on the meaning of each (15)
- (5) Discuss partagogy as a new learning science with special reference to
- a definition of the construct
  - partagogy versus andragogy and pedagogy
  - the role of partagogy in human capacity development (15)
- (6) It takes a capable organisation to create and sustain meaningful human capacity development initiatives. Explain what a capable organisation can do and include in your discussion the characteristics of a capable human capacity development organisation (15)
- [30]**

**SECTION C****ANSWER THE FOLLOWING COMPULSORY QUESTION.**

- (7) Critically analyse the need in organisations to (a) shift from training to life-long learning and (b) to become learning organisations that facilitate human capacity development. In your analysis, consider your role and responsibilities as a life-long learner and as a facilitator of learning through human capacity development in the organisation (25)
- [25]**

**TOTAL: [75]**