

**IOP3073**

May/June 2013

**HUMAN CAPACITY DEVELOPMENT**

Duration 2 Hours

75 Marks

**EXAMINERS**  
**FIRST**

MRS N HARRY  
PROF AM VIVIERS

MRS RT TLADINYANE

**SECOND**  
**EXTERNAL**

PROF SC VAN DER WESTHUIZEN  
MR MA BUYS

---

**Closed book examination.**

**This examination question paper remains the property of the University of South Africa and may not be removed from the examination venue.**

**This paper consists of 2 pages.**

**[TURN OVER]**

**SECTION A**  
**ANSWER ANY TWO OF THE FOLLOWING THREE QUESTIONS.**

- 1) List and briefly describe 10 reasons that best explain why people tend to resist changing their mindsets and their behaviour (10)
- 2) Discuss the essence and the underlying principles of pedagogy as a new learning science (10)
- 3) Briefly discuss the building blocks that a learning organisation should be founded on (10)

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

- 4) Discuss the regional forces of labour that influence organisations and matters such as employment in South Africa (15)
- 5) According to Dossena (2002) human beings share a common desire to be comfortable in life. In order to retain a sense of comfort we address change in various ways. As such, Dossena (2002) proposes that human beings find themselves in one of four comfort zones. Provide an explanation of the four comfort zones and indicate in which one you find yourself in as well as which comfort zone seems most and least beneficial to managing change in a company (15)
- 6) Discuss the need in organisations to shift from training to lifelong learning. In your discussion consider your role as a lifelong learner and facilitator of learning (15)

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

- 7) Compare and contrast the four perspectives on the nature of the competent human being. Make out a case why you prefer one to the other if you need to follow one of these philosophies in your personal life (25)

**TOTAL: [75]**