

IOP3073

May/June 2014

HUMAN CAPACITY DEVELOPMENT

Duration 2 Hours

75 Marks

EXAMINERS

FIRST

SECOND

EXTERNAL

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PROF AM VIVIERS
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Closed book examination.

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This paper consists of 2 pages.

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

- (1) Globalisation is not easy and has costs and benefits. Discuss the challenges of globalisation in the 21st century (10)
- (2) Discuss your role as a lifelong learner by referring to your responsibilities towards yourself, others and your organisation (10)
- (3) Think about the four core domains of pedagogy and your own involvement in all four. Write a brief scenario in which you describe a manager who is functioning optimally as far as pedagogy is concerned (10)

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

- (4) Victor Frankl highlighted the characteristics listed below ([a] to [e]) as important for understanding a person's ability to remain psychologically healthy. Discuss these characteristics and briefly describe four characteristics of optimal living that can be derived from Frankl's theory
- (a) the freedom of will
 - (b) responsible life choices
 - (c) purposeful and value-driven behaviour
 - (d) the search for meaning
 - (e) attitude
- (15)
- (5) Discuss social and cultural forces which strongly influence South Africa or a country of your choice, at both global and regional level (15)
- (6) After completion of this module, you should by now have realised that human capacity development (HCD) as an ever broadening upwards spiral stretches further than you as an individual. In order to further HCD at your place of work, present a proposal on how to build a capable organisation. Include in your proposal the characteristics and goals of a capable organisation (15)

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

- (7) Most organisations see themselves becoming learning organisations as something to strive towards in the new millennium. Although an organisation may have already been a learning organisation for some years, most organisations in South Africa have not fully adopted its principles and philosophy

Define the term "learning organisation" and distinguish between adaptive learning and generative learning within the context of a learning organisation. Include in your answer a discussion of the role of a manager in the learning organisation. Conclude your answer with a discussion of ten characteristics of a learning organisation (25)

TOTAL: [75]