

HRD1501
 October/November 2016
 Oktober/November 2016

**INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT
 INLEIDING TOT MENSLIKE HULPBRONONTWIKKELING**

 Duration 2 Hours
 Tydsduur 2 Ur

 75 Marks
 75 Punte

EXAMINERS / EKSAMINATORE .
 FIRST / EERSTE MS/ME VC HLONGWANE
 SECOND / TWEEDE MRS/MEV TK MOLOTSI

**Closed book examination.
 Toeboekeksamen.**

This examination question paper remains the property of the University of South Africa and may not be removed from the examination venue
Hierdie eksamenvraestel bly die eiendom van die Universiteit van Suid-Afrika en mag nie uit die eksamenlokaal verwyder word nie.

This examination paper consists of TWENTY ONE (21) pages including 2 pages for rough work plus a special front page

Hierdie eksamenvraestel bestaan uit EEN EN TWINTAG (21) bladsye insluitend 2 bladsye vir rofwerk plus 'n spesiale voorblad

INSTRUCTIONS/ INSTRUKSIES

- 1 This examination paper consists of FIVE (5) questions of 25 marks each You have to answer any THREE (3) of the questions *Hierdie eksamenvraestel bestaan uit VYF (5) vrae van 25 punte elk U moet enige DRIE (3) vrae beantwoord*
- 2 Only THREE (3) questions will be marked. If you answer five questions, only your first three questions will be marked *Slegs drie vrae sal nagesien word Indien u al vyf vrae beantwoord sal slegs die eerste drie vrae nagesien word*
- 3 You will complete the examination paper in this fill-in format *Hierdie is 'n invulvraestel – u beantwoord die vrae op die vraestel*
- 4 Please write legibly *Skryf asb leesbaar*
- 5 Please write the numbers of the questions you choose to do on the front page of the examination question paper *Vul asseblief die nommers van die vrae wat u besluit om te beantwoord op die voorblad in die toepaslike spasie in*
- 6 Please do rough work on the last two pages of the examination paper, where space is provided Rough work will not be marked *Doen asseblief rofwerk op die laaste twee bladsye van die eksamenvraestel waar spasie verskaf is Rofwerk sal nie gemerk word nie*

**Good luck with the exam!
 Sterkte met die eksamen!**

[TURN OVER/BLAAI OM]

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10

[Total for question / Totaal vir vraag 1: 25]

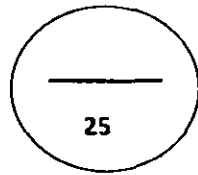
**QUESTION 2
VRAAG 2**

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25

← Students should not write in this space
Studente moet nie hier skryf nie

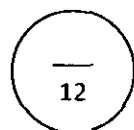
2.1 Hazel is currently working as a T&D facilitator at a construction company. She has been registered as an MBA student at Unisa since last year and attended a train-the-trainer course last week to improve her facilitation skills.
Hazel werk tans as 'n O&O-fasiliteerder by 'n konstruksie maatskappy. Sy is sedert verlede jaar as 'n MBA-student by Unisa geregistreer en het verlede week 'n kursus bygewoon om die opleier op te lei.

a Identify the education in the scenario
Identifiseer die onderrig in die scenario (1)

QUESTION 4
VRAAG 4

Students should not write in this space
Studente moet nie hier skryf nie

- 4 1 Draw a diagram to explain the components of the occupational learning system
Teken 'n diagram om die komponente van die beroepsgerigte leerstelsel te verduidelik. (12)



[TURN OVER/BLAAI OM]

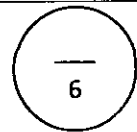
4 2 Identify the causes of the following performance problems and suggest possible solutions
Identifiseer die oorsake van die volgende prestasieprobleme en stel moontlike oplossings voor

(6)

- a Employees on an assembly line cannot produce the required quantity of products in the specified time because they do not receive all the parts they need on time
Werknemers wat op 'n versamelband werk kan nie die vereiste hoeveelheid produkte in die spesifieke tyd vervaardig nie, omdat hulle nie al die onderdele wat hulle nodig betyds ontvang nie

- b Data capturers who are seen to work overtime receive better salary increases than those who do not work overtime, but those who do not work overtime still capture more data more accurately than those who do work overtime
Datavasleggers wat oortyd werk kry beter salarisverhogings as die wat nie oortyd werk nie, maar die wat nie oortyd werk nie, lê steeds meer data meer akkuraat vas as die wat oortyd werk

- c Sales representatives are unsure of the targets set for a specific period and, therefore, do not know if they are meeting the performance standards
Verkoopsverteenwoordigers is onseker oor die teikens wat vir 'n spesifieke tydperk gestel is, en weet dus nie of hulle aan die prestasiestandaarde voldoen nie



4 3 Describe an outcome-based and a learner-centred approach to learning programme design
Beskryf 'n uitkomsgebaseerde en 'n leerdergesentreerde benadering tot leerderprogramontwerp

(7)

5.2 From the following descriptions, identify which blended learning method is being used
Uit die volgende beskrywings, identifiseer watter gemengde leermetode gebruik is (5)

- a Andrea is completing an online course in MS Word
Andrea voltooi 'n aanlyn kursus in MS Word

- b Stella is attending an orientation programme for new employees
Stella woon 'n orientasieprogram vir nuwe werknemers by

- c Joseph is using a flight simulator as part of his training as a pilot
Joseph gebruik 'n vlugsimulator as deel van sy opleiding as loods

- d Samuel is on a job rotation programme at the bank where he is employed to help him to learn as many jobs as possible
Samuel is op 'n posrotasieprogram by die bank waar hy werk om hom te help om met soveel as moontlik poste kennis te maak

- e. Precious is involved in a learnership at a retail organisation
Precious is by 'n leeringskap by 'n kleinhandelorganisasie betrokke

