

HRD1501May/June 2016
Mei/June 2016
**INTRODUCTION TO HUMAN RESOURCE DEVELOPMENT
INLEIDING TOT MENSLIKE HULPBRONONTWIKKELING**
Duration 2 Hours
Tydsduur 2 Uur75 Marks
75 Punte**EXAMINERS / EKSAMINATORE**

FIRST / EERSTE	MS/ME L ENGELBRECHT
SECOND / TWEEDE	MRS/MEV TK MOLOTSI

Closed book examination
Toeboekeksamen.

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This examination paper consists of TWENTY THREE (23) pages including 2 pages for rough work plus a special front page

Hierdie eksamenvraestel bestaan uit DRIE EN TWINTAG (23) 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]

1 2 As the Human Resource Development (HRD) manager of BMF Banking, you have to strategise, organise, lead, assure quality and evaluate the HRD activities of the bank List at least three (3) activities that you have to carry out under each of the following management functions
U is Menslike Hulpbronontwikkeling (MHO)-bestuurder van BMF bankdienste en u moet strategieë opgestel, organiseer, leiding gee, gehalteversekering doen en die bank se MHO aktiwiteite evalueer Onder elk van die volgende bestuursfunksies, lys ten minste drie (3) aktiwiteite wat u moet verrig (15)

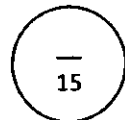
a Strategising / Strategieopstelling

b Organising / Organisering

c Leading / Leiding

d Assuring quality / *Gehalteversekering*

e Evaluating / *Evaluasie*



13 Describe the following roles that HRD professionals will need to fulfil in organisations
Beskryf die volgende rolle wat MHO beroepspersone in organisasies sal vervul

a mediator of learning / *bemiddelaar van leer* (2)

b developer of skills / *ontwikkelaar van vaardighede* (3)

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5

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

QUESTION 2
VRAAG 2

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25

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Studente moet nie hier skryf nie

2 1 Differentiate between education and training and provide an example of each concept
Onderskei tussen onderwys en opleiding en verskaf 'n voorbeeld van elke konsep (8)

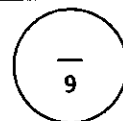
[TURN OVER/*BLAAI OM*]

23 Differentiate between the following theories of learning and give an example of each
Onderskei tussen die volgende teorieë van leer en gee 'n voorbeeld van elk

a Behaviourist approach / *behaviouristiese benadering* (3)

b Cognitive approach / *kognitiewe benadering* (3)

c Social learning / *sosiale leer* (3)



2.4 Barriers to learning can be external or internal. Describe two (2) barriers of learning that you have experienced throughout the semester as an HRD1501 student.
Struikelblokke tot leer kan ekstern of intern wees. Beskryf twee (2) struikelblokke tot leer wat u as 'n HRD1501-student in die loop van die semester ervaar het. (2)

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2

[Total for question / Totaal vir vraag 2: 25]

**QUESTION 3
VRAAG 3**

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25



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Studente moet nie hier skryf nie

3.1 Which approach would be better to use when you are preparing for an examination for HRD1501 – massed or distributed practice? Give reasons for your answer.
Watter benadering is die beste wanneer mens vir die HRD1501-eksamen leer? Gekonsentreerde of verspreide oefening? Motiveer u antwoord. (3)

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3

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9

[Total for question / Totaal vir vraag 3: 25]

QUESTION 4
VRAAG 4

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25

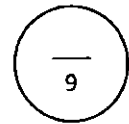


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4 1 Discuss the purpose of the Occupational Learning System (OLS)
Bespreek die doel van die beroepsleerstelsel (BLS)

(4)

[TURN OVER/BLAAI OM]



4.3 Identify and discuss the four (4) levels of a Training and Development (T&D) needs analysis
*Identifiseer en bespreek die vier (4) vlakke van 'n Opleiding en Ontwikkeling (O&O) behoefte-
ontleding* (12)

[TURN OVER/BLAAI OM]

5.2 What type of assessment are the activities in the study guide and the assignments you had to complete in this module? Give a reason for your answer

Watter soort assessering is die aktiwiteite in die studiegids en die werkopdragte wat u in hierdie module moes voltooi? Gee ñ rede vir u antwoord (2)

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2

5.3 What is the purpose of value added evaluation of training programmes?

Wat is die doel van waardetoegevoegde evaluasie van opleidingsprogramme? (2)

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2

5.4 Describe the role and responsibilities of the assessor in assessment

Beskryf die rol en verantwoordelikhede van die asseeserder in assessering (5)

[TURN OVER/BLAAI OM]

