

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN RESOURCE DEVELOPMENT (BS447/HCM402)

TIME: THREE HOURS

Nov 2023

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

INFORMATION TO CANDIDATES

1. No cellphones and any other unauthorised materials are allowed into the examination room.
2. Each question carries 25 marks.

QUESTION 1

'HCD professionals are guided by a number of principles of the discipline.' Discuss six such principles. [25 marks]

QUESTION 2

Discuss the five aspects involved in creating Learning Organisations according to Peter Senge. [25 marks]

QUESTION 3

Discuss the following learning metatheories:

- a) Behaviourism [13 marks]
- b) Constructivism [12 marks]

[25 marks]

QUESTION 4

Discuss:

- a) Four core practices of training and development [12 marks]
- b) Group focussed training and development practices [13 marks]

[25 marks]

QUESTION 5

Examine the three levels of needs assessments referred to during the human resource development process. [25 marks]

QUESTION 6

Explain six overarching responsibilities of human capital development professionals in the process of designing training and development programmes. [25 marks]

*****END OF PAPER*****