

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
HUMAN RESOURCE DEVELOPMENT (BS447/HCM402)

TIME: THREE HOURS

NOV 2024

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

Discuss eight chief principles of human capital development. [25 marks]

QUESTION 2

Using relevant examples, explain the five features of learning organisations according to Peter Senge. [25 marks]

QUESTION 3

- a) The Organisation Development Performance Model [12 marks]
- b) Holtom's Integrated Taxonomy of Performance Domains [13 marks]

[25 marks]

QUESTION 4

Discuss the following roles of human capital development professionals:

- a) Relationship builder [5 marks]
- b) Organisational architect [5 marks]
- c) Performance engineer [5 marks]
- d) Change champion [5 marks]
- e) Political architect [5 marks]

[25 marks]

QUESTION 5

As a human capital development consultant, discuss eight tips that you would use to advise the trainers of an organisational training programme. [25 marks]

QUESTION 6

Discuss eight benefits of human capital development. [25 marks]

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