

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN CAPITAL DEVELOPMENT (BS447)

 **JUN 2023**

TIME: THREE HOURS

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 five human resource development strategies that the human resource department of an organisation can implement. [25 marks]

QUESTION 2

Explain the five phases of the human capital development process. [25 marks]

QUESTION 3

Explain four core assumptions of each of the following metatheories of learning:

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

[25 marks]

QUESTION 4

Discuss:

- a) three HCD policy areas that tend to be more localised [12 marks]
- b) three HCD policy areas that tend to be more globalised [13 marks]

[25 marks]

QUESTION 5

Discuss eight aspects to specify in the designing of an effective lesson plan. [25 marks]

QUESTION 6

Discuss six features that reveal the nature of human capital development. [25 marks]

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