



REFORMOED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

Organisational Learning and Development

HHRM 407

Part 4 Semester 1 Examination

Total Marks [100]

Date: June 2020

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any other three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. An organisation that do not invest in its Human Resources is a dead one.
Evaluate this assertion. (25)
2. Discuss any **five** barriers to learning that are faced by organisations in Zimbabwe. (25)
3. (a) Explain the importance of learning to an organisation. (10)
(b) Evaluate the organisational learning process. (15)
4. Compare and contrast the Behaviourism and Cognition theories of learning. (25)
5. Examine the roles of the top management in the development of a learning organisation. (25)
6. Write short notes on the following:
 - (a) Leadership attributes associated with learning cultures (9)
 - (b) Conditions for effective learning (9)
 - (c) Formal approaches to management development (7)

End of Paper