



REFORMED 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: January 2022

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. Discuss the components of organisational learning and development and how they contribute to the success of the organisation. (25)
2. Discuss strategies that can be used by an organization in its endeavor to create a learning culture. (25)
3. Explain the key theories of organisational learning and development. (25)
4. Analyse the reasons as to why an organisation may have drawbacks in transforming itself into a learning organisation. (25)
5. Examine the **five** disciplines of a learning organisation. (25)
6. Evaluate the **five** methods of learning you are familiar with. (25)

End of paper