

<p>NQF unit: 4.2 Managing People</p>
<p>Examination Session: June 2015</p>
<p>Introduction/General comments: The NQF format of 4.2 MP subject requires candidates to have developed their knowledge and understanding across four learning outcomes.</p> <p>Compare to the previous exam sessions, it is great to see that all the student managed to read the instruction carefully, as there was almost no candidate answer more/less than four questions this examination round.</p> <p>The pass rate of the major centre: 64%.</p>
<p>Question 1: This question has two parts. It assesses the topic of employability. Candidates did well in part b, but need have better understanding of the term 'employability' itself.</p>
<p>Question 2: This question has two parts. It assesses the topic of empowerment, conflict, leader's quality and team effectiveness. The candidates did well, however, in part (b) the candidates are encouraged not only provide answers such as 'communication' but also other answers for example job 'redesign'.</p>
<p>Question 3: This question has two parts. It assesses the topic of training and development, and CPD. The candidates did very well and covered most of the main points. Only a few students mentioned government requirements to training and development.</p>
<p>Question 4: This question has two parts. It assesses the topic of poor performance and communication.</p> <p>The candidates did part (a) well. However, in part b, most of student only focus on 'meeting', 'training' and 'individual conversations'. The part (b) shall also consider other communication format, for example, 'briefings' and 'job descriptions'.</p>
<p>Question 5: This question has two parts. It assesses the topic of performance appraisal, legal requirements, discrimination and diverse workforce.</p> <p>The candidates did well in part (a). In part (b), most of the candidates didn't cover all main points and only focus on 1-2 points. Part (b) shall cover business reasons include people issues, product market competitiveness and corporate reputation.</p>
<p>Question 6: This question has three parts. It assesses the topic of legal requirements during the processes of recruitment and selection, induction and dismissal.</p> <p>The candidates did well in part (a) and part (b). In part (c), most of the candidates have provided answers that only focus on misconduct and redundancy.</p>

Question 7:

This question has two parts. It assesses the topic of communication. The reasons to invest in communication and different forms of communication are explored. The candidates did both parts well and demonstrated their understanding of this topic.

Question 8:

This question has three parts. It assesses the topic of leadership and motivation. The candidates didn't do well in part (a) which related to contingency models of leadership. Most of the candidates gave general answers of leadership style rather than the required question. The candidates did well in part (b) leadership behaviour and part (c).

Conclusions:

The performances have improved. A good sign is almost all answers provided by the candidates this time related to managing people this June 2015 round. However, there still existed that many candidates provided answers that contained only a few lines of text.

Recommendations to students and tutors for future examinations:

1. Tutors must ensure that students develop an understanding of all parts of the syllabus. Not only prepare the topics were covered in this examination session, but also those were not covered this time. As these topics will certainly appear in future examinations.
2. Candidates shall try their best to provide more detailed answers rather than simple list and general answers. Candidates must be clear on the examination requirements and act accordingly. For example, to 'explain' or to 'outline'.