

UNIVERSITY OF ESWATINI
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR II
RE-SIT EXAMINATION PAPER, JANUARY 2020
TITLE OF PAPER: NON-INSTRUCTIONAL SOLUTIONS IN ADULT EDUCATION
COURSE CODE: AED 217

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS: 1. ANSWER ALL QUESTIONS IN SECTION A
2. ANSWER ANY TWO (2) FROM SECTION B

THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN GRANTED BY THE
INVIGILATOR

SECTION A

QUESTION 1

As an adult educator, describe the process and value of conducting needs assessment at target audience level. [25 Marks]

QUESTION 2

Describe the distinguishing characteristics of instructional and non-instructional solutions to performance problems. [25 Marks]

SECTION A

QUESTION 3

Write short explanatory notes on the following

- a) Job analysis
- b) Job description
- c) Job specification
- d) Task analysis
- e) Knowledge analysis [25 Marks]

QUESTION 4

Describe pre-testing and explain its significance in the process of implementing a solution to a problem. [25 Marks]

QUESTION 5

Describe the concepts 'reward systems' and 'employee selection practices' and explain, with the aid of examples, scenarios where each could be used as an intervention to performance problems in organisations. [25 Marks]