

UNIVERSITY OF SWAZILAND
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 4
SECOND SEMESTER EXAMINATION, MAY 2016

TITLE: HUMAN RESOURCE MANAGEMENT II

COURSE CODE: IDE-BAE430

TIME: 3 HOURS

INSTRUCTIONS: ANSWER TWO (2) QUESTIONS FROM EACH SECTION

SECTION A

ANSWER TWO (2) QUESTIONS FROM THIS SECTION.

QUESTION 1

- a) What do you understand by performance appraisal? [1 mark]
- b) Discuss the relationship between job analysis & performance appraisal. [4 marks]
- c) Critically discuss the rationale for performance measurement in organisations.

[20 marks]

Total marks 25

QUESTION 2

- a) You are the HR Director in one of the industries in Matsapha. The employees in the industry are not happy about their salaries especially the new introduced concept of '*profit sharing*', *performance based pay* and other conditions of service. Advise the CEO on the legal considerations that the organisation must satisfy in addressing the employees concerns. [10 marks]
- b) Your organisation is undergoing some economic problems and would want to downsize its employees. Advise the organisation's Senior Management based on your knowledge of the legal environment in the country. [10 marks]
- c) '*Unions are a disturbance to the productivity of employees & the company; they must be strongly discouraged by employers*'. Discuss the statement using your knowledge of the legal environment in the country. [5 marks]

Total marks 25

QUESTION 3

- a) What do you understand by the concept '*health*'? [5 marks]
- b) Discuss the importance of an effective health delivery system in a work organisation.

[20 marks]

Total marks 25

SECTION B

ANSWER TWO (2) QUESTIONS FROM THIS SECTION.

QUESTION 4

- a) What do you understand by the concept '*health*'? [5 marks]
- b) Discuss the importance of an effective health delivery system in a work organisation. [20 marks]

QUESTION 5

The success / or failure of an employee assistance Programme depends on trust; discuss citing examples from your work place.

[25 marks]

QUESTION 6

Answer either A or B

A

According to the WHO's definition of health '*...Health is not merely the absence of disease or infirmity*'. What do you understand by WHO's definition of health as a concept [2 marks]

- a) With reference to the Swaziland Occupational Health and Safety Act of 2001, discuss using relevant examples why the burden of ensuring health and safety in the work place has been to a greater extent left with the employer. [23 marks]

Total marks 25

B

With the aid of examples using organisations in Swaziland; discuss the implications for the four inputs to health in an organisation's HRM strategies and overall performance

- a) environment, [5 marks]
- b) behaviour, [5 marks]
- c) heredity [5 marks];
- d) health care [10 marks]

Total marks 25