

**UNIVERSITY OF ESWATINI**  
**FACULTY OF SOCIAL SCIENCE**  
**DEPARTMENT OF POLITICAL SCIENCE & PUBLIC ADMINISTRATION**  
**SUPPLEMENTARY PAPER: JUNE 2019**  
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**TITLE OF PAPER:** PUBLIC HUMAN RESOURCES MANAGEMENT

**DEGREE & YEAR:** BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 3

**COURSE CODE:** PAD 304

**TIME ALLOWED:** TWO (2) HOURS

**INSTRUCTIONS:**

1. THIS PAPER CONSISTS OF SECTION (A) AND (B)
2. SECTION A IS COMPULSORY
3. ANSWER ANY **ONE** QUESTION FROM SECTION B
4. BOTH QUESTIONS CARRY EQUAL MARKS

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

## SECTION A

### (Compulsory question)

#### *Question 1*

Discuss the key elements and issues that

Choose **ONE** of the following activities in the *human resources management functions cycle* and give a comparative analysis of its practise in both the Private and Public Sector.

Recruitment & Selection

Development & Training

Compensation & Reward Systems

Labour Relations Administration/Conflict Management

Health & Safety

## SECTION B

### (Answer ONE question from this Section)

#### *Question 2*

Grobler Pieter A. et..al (2002) argue that “*Recruiting and selecting eligible applicants is a challenging task that organisations face, however political, demographic and economic factors require employers to use more flexible and innovative methods.*”

- i. Outline the non-traditional recruitment strategies that organisations employ today?
- ii. Critically discuss the advantages and disadvantages of internal and external methods of recruitment.

#### *Question 3*

Critically discuss the importance of observing health and safety measures in the workplace as well as outline the obligation of the employee in ensuring his/her safety.

#### *Question 4*

Swanepoel B et..al (2014 p.776) argues that “*Just as other relationships depend on some form of communication, the quality of labour and employee relationship depends on a considerable extent upon the nature and quality of the communication between all the parties involved.*”

Discuss the nature and the various methods management uses to communicate with employees in the workplace. What do you think would be the effects of failing to communicate?