



1ST SEM. 2006/2007

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UNIVERSITY OF SWAZILAND

FINAL EXAMINATION PAPER

PROGRAMME: BACHELOR OF SCIENCE IN
AGRICULTURAL ECONOMICS AND AgriBMg YEAR III,
FSNT YEAR III,
ANI. SCIENCE YEAR III,
AGRON YEAR III,
HORT YEAR III,
LWM YEAR III,

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANIZATION AND HUMAN RESOURCE
MANAGEMENT

TIME ALLOWED: TWO AND A HALF (2½) HOURS

INSTRUCTION: ANSWER ALL FOUR (4) QUESTIONS

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THE CHIEF INVIGILATOR**

Question one

The world is perceived as being behaviourally important because people's behaviour is based on their perception of what reality is, not on reality itself. Thus they tend to make perceptual errors. Discuss the different factors that contributed to perceptual errors by individuals (25 marks).

Question two

You are the Human Resources Manager of a large company. Feedback suggests many of the workers are unhappy and are looking for new jobs. Recent figures show productivity has fallen. You know that the Managing Director has said there will be no wage increases this year. What improvements could you suggest at the next management meeting, which would improve motivation and productivity? (25 marks)

Question three

- (a) What is the value and uses of performance appraisal in organizations (10 marks)
- (b) Assume you were a CEO of an agribusiness company based in Manzini, how would you go about conducting performance appraisal for your staff (25 marks)

Question four

Job analysis, Job evaluation, and job description are all part of human resource management. Explain why each of these activities are important in an organization. How would you go about conducting these activities (25 marks?)