



1st SEM. 2008/2009

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UNIVERSITY OF SWAZILAND

FINAL EXAMINATION PAPER

PROGRAMME: BSc. in Agriculture Economics and Agribusiness
Management Year 3
BSc. in Agronomy Year 3
BSc. in Animal Science Year 3
BSc. in Food Science, Nutrition and Technology Year 3
BSc. in Home Economics Year 3
BSc. in Horticulture Year 3
BSc. in Land and Water Management Year 3
BSc. in Textiles Apparel Design and Management Year 3

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANIZATION AND HUMAN RESOURCE
MANAGEMENT

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS: 1. THIS PAPER HAS TWO SECTIONS, ANSWER TWO
QUESTIONS IN EACH SECTION
2. USE EXAMPLES TO ILLUSTRATE YOUR ANSWERS

**DO NOT OPEN THIS PAPER UNTIL THE CHIEF INVIGILATOR HAS
GRANTED PERMISSION.**

SECTION 1

Question 1

No organization is likely to recruit successfully without taking care of these aspects. Discuss each in detail (with examples)

(25 marks)

- a) Economic Environment:
- b) The Social Environment:
- c) The Technological Environment:
- d) The Political Environment:
- e) The Legal Environment:

Question 2

Employee appraisals are subject to biases caused by a number of rating errors. Discuss five of these errors. In your discussion recommend ways to correct the errors.

(25 marks)

Question 3

- a) 'Money is the best tool used by management to increase employee productivity'. Do you agree or disagree with this line of thought? Discuss (6 marks)
- b) Discuss Karl Marks' theory. (5 marks)
- c) One of the reasons for current interest in human resource planning has to do with legislative control, discuss. (6 marks)
- d) What is meant by employee development? (4 marks)
- e) Discuss one of the areas of employee training. (4 marks)

SECTION 2

Question 4

Discuss the following principles under Organizational behaviour:

- a) Ad hoc committee (5 marks)
- b) Job satisfaction and labour turnover (5 marks)
- c) Peripheral norms (5 marks)
- d) Eustress (5 marks)
- e) Pygmalion Effect (5 marks)

Question 5

Discuss, with examples, five of the reasons why people join groups. (25 marks)

Question 6

- a) Discuss the following sources of resistance to change (15 marks)
 - i. Group inertia
 - ii. Threat to expertise
 - iii. Limited focus of change

- b) Discuss the following drawbacks of culture (10 marks)
 - i. Barrier to diversity
 - ii. Barrier to mergers and acquisitions