



1st SEM. 2010/2011

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 Consumer Sciences Year 3
BSc. in Horticulture Year 3
BSc. in Agricultural Biosystems and Engineering 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 (2)
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

Define the following terms as used in Human Resource Management. Use examples to illustrate your answers. (25 marks)

- a) Delphi Technique
- b) Inducements
- c) Employee development
- d) Wage policy
- e) The Legal Environment

Question 2

Discuss the following (with examples)

- a) Rational view of employment
- b) Legislative control as a reason for interest in HRP
- c) The influence of the Social environment on Recruiting
- d) Why are organizations interested in the "potential for development of HR"
- e) Diversity as one of the issues in employee training

(25 marks)

Question 3

- a) "Money is the best tool to motivate employees towards high productivity".
What is your take on this statement? (5 marks)
- b) Discuss Ricardo's' wage theory (5 marks)
- c) Discuss employee leasing as an alternative to recruiting (5 marks)
- d) Discuss a universal approach you would use to solve Rating
Errors in your organization (5 marks)
- e) Discuss one of the areas of employee training. (5 marks)

SECTION 2

Question 4

Discuss the following principles (with examples) in the context of Organizational behaviour:

- a) Ad hoc committee (5 marks)
- b) Group synergy (5 marks)
- c) Peripheral norms (5 marks)
- d) Self serving bias (5 marks)
- e) Pygmalion Effect (5 marks)

Question 5

Discuss, with examples, the stages of group formation which temporary group (groups with deadlines) follow. (25 marks)

Question 6

- a) Discuss the following, with examples: (15 marks)
 - i. Group inertia as a source of resistance to change
 - ii. Affiliation as a reason for group formation
 - iii. Culture as a determinant of personality

- b) Write short notes on the following: (10 marks)
 - i. Appraisal of Human Relations Approach
 - ii. Utilitarian approach to decision making