



2nd SEM. 2010/2011

UNIVERSITY OF SWAZILAND

SUPPLEMENTARY 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.

- a) Time-lapse data (5 marks)
- b) Redundancy plan (5 marks)
- c) Point method (5 marks)
- d) Critical incidents technique (5 marks)
- e) HRM is a strategic model (5 marks)

Question 2

- a) Your company is in need of an Information Technology specialist but the Board of Directors is against any recruitment of personnel, citing budgetary constraints. As HR Manager, discuss the avenues you would explore as alternatives. (20 marks)
- b) How does heredity affect our personality? (5 marks)

Question 3

- a) One of the humanitarian concepts advocated by human resource management is mutuality. Discuss this concept under the following:
 - I. Goals
 - II. Respect
 - III. Rewards
 - IV. Responsibility (16 marks)
- b) Discuss the Halo error in performance appraisal (3 marks)
- c) Discuss two pillars which Labour Unions use to support their demands for wage increments (6 marks)

SECTION 2

Question 4

Frederic Taylor is one of the pioneers of human resource management. Discuss his five principles of management in the context of a company of your choice
(25 marks)

Question 5

- I. Discuss the following drawbacks of culture: (10 marks)
 - a) Barrier to diversity
 - b) Barrier to mergers and acquisitions

- II. Define the following terms as used in Organizational Behaviour (15 marks)
 - a) Role ambiguity
 - b) EuStress
 - c) Reciprocity

Question 6

Organizational behaviour is an applied behavioural science. How does it relate to the following disciplines? (25 marks)

- a) Psychology
- b) Sociology
- c) Anthropology
- d) Economics
- e) Political science