



1st SEM. 2011/2012

UNIVERSITY OF SWAZILAND

FINAL EXAMINATION PAPER

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

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANIZATION AND HUMAN RESOURCE MANAGEMENT

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS:

1. THIS PAPER HAS THREE PAGES AND TWO SECTIONS. ANSWER ANY 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

Discuss the following:

- a) Three pillars of mutuality in the context of organizations. (15 marks)
- b) Discuss Ricardo' theory of wages (5 marks)
- c) How is HRM a strategic model? (5 marks)

Question 2

- a) Discuss the differences (if any) between inducements and perquisites. (8 marks)
- b) What method can best solve all performance appraisal errors? (3 marks)
- c) Compare and contrast job description and job specification. (6 marks)
- d) Discuss two disadvantages of employee training. (4marks)
- e) Discuss banding as one of the methods of job evaluation. (4 marks)

Question 3

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:

SECTION 2

Question 4

Discuss the following principles under Organizational behaviour:

- a) Halo effect (5 marks)
- b) Contribution of anthropology (5 marks)
- c) Pivotal norms (5 marks)
- d) Distress (5 marks)
- e) Self-fulfilling prophecy (5 marks)

Question 5

Discuss, with examples, Frederic Taylor's principles of management.
(25 marks)

Question 6

- a) Discuss the following sources of resistance to change: (15 marks)
 - i. Group inertia
 - ii. Politics
 - iii. Limited focus of change
- b) Discuss the following stages in group formation:
 - i. Storming
 - ii. Norming (10 marks)