



1st SEM. 2011/2012

UNIVERSITY OF SWAZILAND

SUPPLEMENTARY 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) The three arguments which unionists base their call for improved wages on? (15 marks)
- b) The two contrasting pictures of Human Resource Management (5 marks)

Question 2

- a) Discuss two drawbacks of the critical incidents technique as used in job analysis (4 marks)
- b) What is the rationale of providing information about a job in "relation to other jobs" as part of a job description? (4 marks)
- c) Compare and contrast manning chart and a redeployment plan. (8 marks)
- d) Which of the compensation theories do you think employers are least likely to agree with and why? (4 marks)
- e) What is meant by job context? (4 marks)

Question 3

- a) The current financial climate has made it impossible for your organization to venture into the labour market. As HR Manager, discuss other avenues you could explore to acquire the services of an agricultural economist for your organization. (20 marks)
- b) One of the issues in employee training is ethics, discuss. (5 marks)

SECTION 2

Question 4

Discuss the following principles under Organizational behaviour:

- a) Self serving bias (5 marks)
- b) Fundamental attribution error (5 marks)
- c) The similarity-attraction effect (5 marks)
- d) Motivation (5 marks)
- e) Informal culture (5 marks)

Question 5

Discuss, with examples, the Five-stage Model of group formation.

(25 marks)

Question 6

- a) Discuss: (15 marks)

- i. The most effective way of managing resistance to change
- ii. The correlation between labour satisfaction and turnover
- iii. "The commodity approach does not always apply when it comes to labour"

- b) What is the focal point of the Human Relations Movement? Provide a critique of this theory.

(10 marks)