



1st SEM.2012/2013

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UNIVERSITY OF SWAZILAND

SUPPLEMENTARY EXAMINATION PAPER

PROGRAMME:

- B.Sc. Agric. & Biosystems Engineering Year III**
- B.Sc. Agric. Economics & Agribusiness Management Year III**
- B.Sc. Agronomy Year III**
- B.Sc. Animal Science Year III**
- B.Sc. Food Science, Nutrition & Technology Year III**
- B.Sc. Consumer Science Year III**
- B.Sc. Horticulture Year III**
- B.Sc. Textiles, Applied Design & Management Year III**

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANISATION AND HUMAN RESOURCE MANAGEMENT

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS:

1. ANSWER ALL QUESTIONS
2. EACH QUESTION CARRIES TWENTY (25) MARKS

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Question One

- (i) List and discuss five reasons why there is a sudden interest in human resource planning in modern business organizations. **(15Marks)**
- (ii) For overall effectiveness in modern business organisations, the manpower plan is typically divided into several operational plans. Identify five such operational plans suggesting what each addresses in the workplace. **(10Marks)**

Question Two

With the aid of a diagram, explain the job evaluation process and the various activities involved in the implementation of the process in the workplace. **(25Marks)**

Question Three

- (i) What are the aims of the recruitment process in a modern business organisation? **(10Marks)**
- (ii) What constitute inducements to a prospective employee in a formal business organisation? Explain fully. **(15Marks)**

Question Four

- (i) Define and explain the key features that give employees satisfaction in the workplace. **(10Marks)**
- (ii) What are the key factors that shape the personality of employees? List and discuss. **(15Marks)**