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1st SEM. 2013/2014

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UNIVERSITY OF SWAZILAND

FINAL EXAMINATION PAPER

PROGRAMME: BSc. in Agricultural & Biosystems Engineering Year 3
BSc. in Agric. Economics and Agribusiness Management Year 3
BSc. in Agronomy Year 3
BSc. in Animal Science Year 3
BSc. in Animal Science (Dairy) Year 3
BSc. in Consumer Science Year 3
BSc. in Food Science, Nutrition & Technology Year 3
BSc. in Horticulture Year 3
BSc. in Textile & Apparel Design & Management Year 3

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANIZATION AND HUMAN RESOURCE MANAGEMENT

TIME ALLOWED: TWO (2) HOURS

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

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CHIEF INVIGILATOR**

Question 1

- a. Give and explain the determinants that influence the degree of decentralization? (9 marks)
- b. What are the drawbacks of organizational culture? Give examples. (10 marks)
- c. What are the barriers to implementing change in an organization? (6 marks)

Question 2

- a. There are several factors which influence the shaping of our personality. Briefly and **clearly** explain any five factors on how they influence personality. (15 marks)
- b. Stress can be managed at individual level and at organizational level. Give five ways how stress can be managed at individual level. (10 marks)

Question 3

- a. While carrying out the job analysis, managers must take note of certain strong behavioral responses from the employees. Employees may not always like the idea of someone taking a hard look at their jobs. Briefly discuss the four reasons behind such negative responses. (15 marks)
- b. Explain the importance of training and development in an organization. (10 marks)

Question 4

- a. Since recruitment and selection costs are high, firms these days are trying to look at alternatives to recruitment. Describe these alternatives. (12 marks)
- b. Briefly state the aims of employee compensation? (6 marks)
- c. Explain the objectives of performance appraisal. (7 marks)