



1st SEM. 2013/2014

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UNIVERSITY OF SWAZILAND

SUPPLEMENTARY 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

**DO NOT OPEN THIS PAPER UNTIL PERMISSION HAS BEEN GRANTED BY THE
CHIEF INVIGILATOR**

Question 1

- a. Organization change is the movement of an organization from its current state to some future and hopefully a more effective state. However, change is not easily accepted in an organization. Discuss the sources of change resistance in an organization and also how to manage the resistance. Give examples. (15 marks)
- b. What are the aims of recruitment? (10 marks)

Question 2

- a. What are the likely consequences of a poorly designed structure? (7 marks)
- b. Use a diagram to explain Maslow's hierarchy of needs. (6 marks)
- c. Explain why is the study of Organizational Behavior is important? (6 marks)
- d. What are the uses of a job description? (6 marks)

Question 3

- a. Briefly discuss the types of training needs analysis. (15 marks)
- b. Explain the inducements benefits commonly used in work organizations as discussed in class. (10 marks)

Question 4

- a. Discuss the importance of human resource planning. (15 marks)
- b. Give four reasons why people form groups. (10)