



1st SEM. 2014/2015

Page 1 of 3

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

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

Question 1

- a. Why is the study of perception important in the study of management and organizational behavior? (10 marks)
- b. Why is job analysis important in modern organizations? Discuss. (15 marks)

Question 2

- a. Managers in both public and private organizations need to be interested in Human Resource Planning (HRP). Discuss. (15 marks)
- b. Explain and give an example how the technological environment influences the recruitment process in an organization. (10 marks)

Question 3

- a. How is a group different from a team? (10 marks)
- b. Why is organizational culture important? Give examples. (15 marks)

Question 4

- a. Organizations can use two types of training; Off-the job training and On-the job training. Describe the on-the job training method. (10 marks)
- b. Basing what you have learnt in class (structure design, span of control, structure levels, organization departments, etc.) describe the following organization structure. (15 marks).

