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1st SEM. 2014/2015

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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

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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 within an organization. Give reasons why ORGANIZATIONS resist change. (10 marks)
- b. Describe all the operational plans developed from the manpower plan. (15 marks)

Question 2

- a. The first step in designing an appraisal programme is to decide whether the appraisal should be formal or informal. Differentiate between the formal and informal appraisal method. (10 marks)
- b. Discuss the aims of employee compensation. (15 marks)

Question 3

- a. The study of organization behaviour enables managers to become more effective at their job. Discuss this statement. (10 marks)
- b. Using a practical example, explain how the internal environment influences an organization to change. State one thing that the organization has to have in order to respond to these external forces. (8 marks)
- c. Using a diagram, illustrate the stress management process. (7 Marks)

Question 4

- a. What are the consequences of a flat hierarchal organization structure? (10 marks)
- b. Explain the importance of training and development in an organization. (15 marks)