



1st SEM. 2016/2017

UNIVERSITY OF SWAZILAND

FINAL EXAMINATION PAPER

- PROGRAMME:** B.Sc. in Agriculture and Biosystems Engineering Year 3
B.Sc. in Agric. Economics and Agribusiness Management Year 3
B.Sc. in Agronomy Year 3
B.Sc. in Animal Science Year 3
B.Sc. in Animal Science Dairy Year 3
B.Sc. in Consumer Science Year 3
B.Sc. in Food Science and Nutrition Year 3
B.Sc. in Horticulture Year 3
B.Sc. in Textile Apparel Design and Management Year 3

COURSE CODE: AEM 301

TITLE OF PAPER: ORGANIZATION & 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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QUESTION 1

- i. Discuss the differences between functional, divisional and matrix organization structures. **[15 Marks]**
- ii. Explain the key elements that determine the structure of the organization. **[10 MARKS]**

QUESTION 2

- i. Discuss the way in which employees may overcome the negative consequences of stress. **[15 MARKS]**
- ii. Explain how managers can successfully motivate employees in an organization. **[10 MARKS]**

QUESTION 3

- i. What do you understand by a personnel management action programme? Is it different from Human Resource Management (HRM)? Explain. **[15 MARKS]**
- ii. Discuss critically the extent to which line managers should be involved with the responsibility for employment relations. **[10 MARKS]**

QUESTION 4

- i. Explain the importance and the main stages involved in organisational human resource planning. **[15 MARKS]**
- ii. Critically assess the value and application of a competency-based approach to recruitment and selection. **[10 MARKS]**