



1st SEM. 2017/2018

UNIVERSITY OF SWAZILAND

SUPPLEMENTARY EXAMINATION PAPER

- PROGRAMMES:**
- BSc. in Agricultural 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 Food Science, Nutrition and Technology Year 3**
 - BSc in Consumer Sciences 3**
 - BSc in Consumer Sciences Education 3**
 - BSc. in Home Economics Year 3**
 - BSc. in Horticulture Year 3**
 - BSc. in Agricultural Biosystems and Engineering Year 3**
 - BSc. in Textiles Apparel Design and Management Year 3**

COURSE CODE: AEM 301

TITLE OF PAPER: Human Resource Management

TIME ALLOWED: 2 Hours

INSTRUCTIONS: There are four questions in this paper. Each question carries 25 marks. Answer all questions. Read and understand questions before making an attempt.

DO NOT OPEN THIS PAPER UNTIL THE CHIEF INVIGILATOR HAS GRANTED PERMISSION.

Question 1

Define the following terms as used in human resource management.

- a) Time-lapse data (5 marks)
- b) HRM is a strategic model (5 marks)
- c) Fair wages (5 marks)
- d) Adam Smith's wage fund theory (5 marks)
- e) Job enrichment (5 marks)

Question 2

- (a) Discuss training of human resources under these areas: (20 marks)
 - i. Knowledge
 - ii. Technical skills
 - iii. Social skills
 - iv. Techniques

- (b) Discuss the banding method in job evaluation. (5 marks)

Question 3

- I. Discuss the three aims of employee compensation (15 marks)

- II. Compare and contrast Training and Education as used in HRM. (10 marks)

Question 4

Discuss, with examples the following methods as used to collect data on the outcomes of training. (25 marks)

- a) Questionnaires
- b) Tests
- c) Interviews
- d) Human resource factors
- e) Cost benefit analysis