



1st SEM. 2019/2020

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
 - BSc. in Agricultural Education Extension 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

- a) Discuss the three aims of employee compensation (15 marks)
- b) Discuss training under the social skills categories. (5 marks)
- c) Discuss the central tendency as a rating problem during employee performance appraisal. (5 marks)

Question 2

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) Subordinates as raters (5 marks)
- e) Job enrichment (5 marks)

Question 3

Discuss the following as reasons for the current interest in Human Resource Planning: (25 marks)

- a) Governmental Influences
- b) Skill Shortages
- c) Technological Changes
- d) Impact of Pressure Groups
- e) Demographic Changes

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