

UNIVERSITY OF ESWATINI

INSTITUTE OF DISTANCE EDUCATION

FINAL EXAMINATION: ACADEMIC YEAR 2018/2019

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| COURSE TITLE | : | HUMAN RESOURCE MANAGEMENT II |
| COURSE CODE | : | IDE -BA 307 |
| ACADEMIC YEAR | : | 2018/2019 |

INSTRUCTIONS

1. This paper consists of section (A) and Section (B)
2. Section A is compulsory (case study)
3. Answer any three questions from section (B)

In assessing your work, consideration will be given to the accuracy of language, quality of expression and layout/presentation of your final answer.

FOCUS AND ALL THE BEST!!!

SECTION A: CASE STUDY (40 marks) - Compulsory

Looking to the Future: Which Countries will have the jobs of the future?

As capital, technology and information grow more mobile among countries and companies, human resource development increasingly explains competitive differences. Consequently, companies' access to and retention of more qualified personnel grows more important. Companies, however, likely will face the greater challenge of retaining highly skilled, highly valued workers in the future.

Demographers are nearly unanimous in projecting that populations will grow much faster in the emerging economies (China being the notable exception) than in the wealthier countries – at least up to the year 2030. At the same time, the number of retirees as a percentage of the population in the wealthier countries will grow as people live longer and retire earlier.

People will also need to be educated for more years in order to get the so-called better jobs. Overall, these trends indicate that there will be fewer people to do the productive work within the wealthier countries. These countries are already trying to adjust, engaging in a range of education and training programs. Still, these programs have many social and economic consequences to which countries will need to adjust.

One adjustment might be for wealthier countries to encourage emigration from emerging economies, which struggle to generate enough jobs for their swelling workforce.

Another potential adjustment in wealthier countries is the continued push toward adopting robotics and other labor-saving equipment.

A third possible adjustment is the acceleration of business migration to emerging economies to tap rich supplies of inexpensive productive labor. At the same time, emerging economies may devise ways to support brain circulation or, if unsuccessful, to halt the process of brain drain.

Governments in wealthier countries will then face the tough problem of what to do with underqualified workers who face deteriorating job prospects.

Questions

- a. What should organizations do to plan for the skills of the future? (20 marks)
- b. What challenges will governments and organizations face in the not so distant future in as far as skills are concerned? (10 Marks)
- c. What should people do to fit in the workforce of the future? (10 marks)

(40 marks in Total)

SECTION B (60 marks)

ANSWER ANY THREE QUESTIONS FROM THIS SECTION

Question 1.

In a business environment characterized by greater volatility and more frequent disruptions, companies face a clear imperative: they must transform or fall behind. Culture is viewed as one of the critical initiatives that will assist organizations go through winning transformation. Discuss the 3 stages that are used in culture transformation. (20 marks)

Question 2.

Discuss the 8 steps mostly followed by employers in creating compensation grades and salary ranges. (20 marks)

Question 3.

The resourcing model is a practical way to define our recruitment and selection in business. Define what happens at each of the five steps of the resourcing model and what risks would you face as an HR practitioner if you do not follow these 5 steps. (20 marks)

Question 4.

Compensation/Reward is a key driver of performance in an organization. Do you agree with this statement? Substantiate your view. (20 marks)

Question 5.

We always view training as the engine of Human Capital. In your own understanding what is there a relationship between Training & Development and Performance Management? Discuss. (20marks)

