

UNIVERSITY OF SWAZILAND

INSTITUTE OF DISTANCE EDUCATION

BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR IV

FINAL EXAMINATION PAPER MAY, 2008

TITLE OF PAPER : HUMAN RESOURCE MANAGEMENT I and II

COURSE : IDE-BAE 313-1 and 2

TIME ALLOWED : THREE (3) HOURS

**INSTRUCTIONS : 1. ANSWER FOUR (4) QUESTIONS ONLY.
TWO(2)FROM SECTION A AND TWO (2)
FROM SECTION B .**

QUESTION 1 IS COMPULSORY.

**2. ANSWERS SHOULD BE WRITTEN IN THE
ANSWER BOOKLETS PROVIDED.**

**3. DO NOT WRITE ON THE QUESTION
PAPER.**

**THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN
GRANTED BY THE INVIGILATOR**

SECTION A

ANSWER TWO (2) QUESTIONS.

QUESTION 1 [COMPULSORY] [40 MARKS]

INSTRUCTIONS: Read the following case study and answer the questions below.

SRIC REINVESTIGATES MASUKU, SONS AND DAUGHTERS PETRO-CHEMICAL COMPANY

“In January 2000, 12 employees died as a result of an explosion at the Mastapha Chemical Complex of the Masuku,Sons and Daughters Petro-chemical Company. In its initial investigations, SRIC representatives felt the accident was unavoidable, and occurred despite any safety wrong-doing on the company’s part. However, in January, 2004, a twist to this accident, claimed that SRIC never uncovered the truth regarding the accident.

According to Maria Salebona, the company safety director at the time of the explosion held a number of meetings with a select group of employees about the accident. These employees, one of whom was Salebona, had worked in the unit where the accident occurred. The main element of these meetings , according to Salebona, was being told not to give SRIC correct facts. To Salebona, that meant that actual maintenance records and procedures were not to be given to the SRIC inspector. Neither Salebona nor her colleagues were permitted to reveal that the equipment used in the area where the explosion occurred had been ‘pushed beyond its capacity”. Finally, Salebona alleges the she and her fellow workers were instructed to lie about the accident.”

- a) If you were the SRIC inspector and Maria Salebona’s allegations prove true, explain the actions you would take against the Masuku,Sons and Daughters Petro-chemical Company. [20 marks]

- b) If the Safety Director did wilfully interfere with the initial investigation without consent or knowledge of top management, should top management be held responsible for this director’s actions? Why? [20 marks]

QUESTION 2

Discuss the extent to which accreditation procedures make HRM professional?

[20 marks]

QUESTION 3:

- (a) Identify the major HRM functions in your own organisation.

[10 marks]

- (b) Give a critique of the performance of your organisation in HRM.

[10 marks]

QUESTION 4

With the aid of examples, provide a step-by-step overview of the phases of HR planning.

[20 marks]

SECTION B

ANSWER TWO (2) QUESTIONS.

QUESTION 5

- (a) With the aid of examples, describe the role of performance appraisal systems

[10 marks]

- (b) Make a critique of performance appraisal in your own organisation.

[10 marks]

QUESTION 6

- (a) With the aid of examples, discuss the role in motivation in increasing production and productivity of resources in an organisation of your choice.

[10 marks]

- (b) Choose any two motivation theories and discuss how they could be applied in the motivation of workers in an organisation of your choice.

[10 marks]

QUESTION 7

- a) What is the distinction between “health”, “security” and “safety” in organizations? [9 marks]
- b) Critique recurrent issues in “safety” and “security” in your own organization. [11 marks]

QUESTION 8

- a) What is the distinction between “quality of life” and “quality of work life” in organizations? [8 marks]
- b) With the aid of examples, analyze the quality of work life in your own organization. [12 marks]