

**UNIVERSITY OF SWAZILAND**

**INSTITUTE OF DISTANCE EDUCATION**

**BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 4**

**MAIN EXAMINATION 2013**

**TITLE: HUMAN RESOURCE MANAGEMENT II**

**COURSE CODE: IDE-BAE430**

**TIME ALLOWED: THREE (3) HOURS**

**INSTRUCTIONS: ANSWER ANY FOUR QUESTIONS**

### QUESTION 1

Discuss the performance appraisal process citing relevant examples to illuminate your answer. (25 marks)

### QUESTION 2

With reference to the Industrial Relations Act (2000) as amended, discuss the following legal considerations:

- a) In unionisation (5 marks)
- b) In health and safety (5 marks)
- c) Employee rights (5 marks)
- d) In compensation (5 marks)
- e) In training and development (5 marks)

### QUESTION 3

Evaluate the success and failures of Employee Assistance Programmes (EAP) in Swaziland, using your organisation to illustrate your answer. (25 marks)

### QUESTION 4

Failure to address health and safety issues at the work place could be costly for the organisation. Discuss, using relevant examples to support your argument. (25 Marks)

### QUESTION 5

- a) With the aid of examples discuss the relationship between quality of work life and productivity (15 marks)
- b) Discuss how you could implement employee involvement to improve productivity in your work place. (10 marks)

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16/04/2013