

**UNIVERSITY OF SWAZILAND**  
**FACULTY OF EDUCATION**  
**INSTITUTE OF DISTANCE EDUCATION**  
**BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 4**  
**SUPPLEMENTARY EXAMINATION, JULY 2017**

**TITLE: HUMAN RESOURCE MANAGEMENT II**

**CODE: IDE-BAE430**

**TIME: 3 HOURS**

**INSTRUCTIONS:**

- 1) ANSWER FOUR QUESTIONS IN ALL**
- 2) PROPER USE OF LANGUAGE IS EXPECTED**

### **QUESTION 1**

With the aid of relevant examples, discuss the functions of performance appraisal. **[25 marks]**

### **QUESTION 2**

Ergonomics is one of the quality of work life (QWL) programmes. Discuss, showing examples how you would ensure that this programme is successful. **[25 marks]**

### **QUESTION 3**

One of the obligations of management is ensuring the safety of employees. Discuss, using examples, the responsibilities of a manager as stated in the Occupational Health and Safety Act of 2001. **[25 marks]**

### **QUESTION 4**

- a) What do you understand by the term 'health' **[5 marks]**
- b) Discuss the inputs of a health delivery system in an organisation. **[20 marks]**

### **QUESTION 5**

- a) With the aid of examples; discuss the criteria for a good performance system. **[18 marks]**
- b) List and discuss the common rating errors that an employee could be subjected to. **[7 marks]**