

UNIVERSITY OF SWAZILAND
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR IV

MAIN EXAMINATION, MAY 2018

PAPER TITLE: HUMAN RESOURCE MANAGEMENT II

COURSE CODE: BAE430

INSTRUCTION: ANSWER FOUR (4) QUESTIONS; QUESTIONS CARRY
EQUAL MARKS

QUESTION 1

Outline and describe any five legal considerations you would advise your organisation to comply with in Swaziland. **[25 marks]**

QUESTION 2

Evaluate the performance appraisal system indicating the benefits of a good performance appraisal system to an organisation. **[25 marks]**

QUESTION 3

Using the examples of recent labour events in Swaziland, critically examine the efficacy of unions. **[20 marks]**

QUESTION 4

Using the examples of organisations in Swaziland, discuss the functions of the safety and health committee as stated in the Occupational Health and Safety Act of 2001.

[25 marks]

QUESTION 5

You are the HR Director in your organisation. Advise management on the strategies they could employ to enhance quality of work life. **[25 marks]**

QUESTION 6

Critically examine the performance appraisal process in your own organisation.

[25 marks]