

UNIVERSITY OF ESWATINI
INSTITUTE OF DISTANCE EDUCATION
BACHELOR OF EDUCATION (ADULT EDUCATION) YEAR 4
MAIN EXAMINATION, MAY 2019

TITLE: HUMAN RESOURCE MANAGEMENT II

CODE: IDE-BAE430

TIMEALLOWED: 3 HOURS

INSTRUCTIONS:

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

QUESTION 1

Discuss the provisions of the Industrial Relations Act of 2000 with regards to the following:

- a) Retirement
- b) Compensation
- c) Unionisation
- d) Training & development
- e) Performance appraisal

[5 x 5 = 25 marks]

QUESTION 2

The Occupational Health and Safety Act of 2001 of ESwatini makes provisions for ensuring a safe, accident - free work environment. Discuss, with the aid of examples, the role of an employer in ensuring an accident- free work place. **[25 marks]**

QUESTION 3

- a) What is health? **[2 marks]**
- b) Discuss how you could educate both employers and employees on the implications of health in a work organisation. **[12 marks]**
- c) Hereditary /or personal behaviour and habits tend to be the main reasons for employees getting ill, leading to absenteeism. How would you ensure that the level of absenteeism is maintained at a minimum level?
[6 marks]

QUESTION 4

- a) Discuss the importance of QWL programmes in any organisation. **[5 marks]**
- b) discuss four quality of work life programmes.
[20 marks]

QUESTION 5

The judgement by the Industrial Court Judge Nsibande on the 25th March on the Cost of Living Adjustment (CoLA) was considered as a victory for the public service associations, (TOS, March 26). Examine why the move by the Government of ESwatini to postpone the CoLA negotiations to a later stage was

considered by the judge as a violation of the Industrial Relations Act of 2000.
[25 marks]

QUESTION 6

Critically discuss the role of Employee Assistance Programmes (EAP) in any institution of your choice. **[25 marks]**