

Course Code: AED 331/BAE 427, November 2019

UNIVERSITY OF ESWATINI

INSTITUTE OF DISTANCE EDUCATION

BACHELOR OF EDUCATION (ADULT EDUCATION)

MAIN EXAMINATION PAPER, NOVEMBER 2019

**TITLE OF PAPER** : HUMAN RESOURCE MANAGEMENT 1  
**COURSE** : AED 331/BAE 427  
**TIME ALLOWED** : THREE (3) HOURS  
**INSTRUCTIONS** : ANSWER QUESTION 1 AND TWO OTHERS

QUESTION 1 [40 marks]

- a) Briefly discuss the historical evolution of the Human Resource Management movement, giving examples of the distinctive characteristics of the 6 main stages [20 marks]
- b) Discuss respectively 4 and 2 ways in which both the internal and external environments make HRM more effective and efficient? [20 marks]

QUESTION 2 [30 marks]

- a) Critically analyze 5 roles of HRM in an organization [15 marks]
- b) Discuss 4 factors which can affect individual and team performance in an organizational setting [15 marks]

QUESTION 3 [30 marks]

- a) Compare and contrast Human Resource and Manpower Planning processes [15 marks]
- b) What are 3 modern trends in human resource planning? [15 marks]

QUESTION 4 [30 marks]

- a) Discuss 4 phases of the systems model in the organizational training cycle