

UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCE
BACHELOR OF ARTS (SOCIAL SCIENCE) YEAR 3
SUPPLEMENTARY EXAMINATION PAPER, JULY 2018

TITLE OF PAPER: PUBLIC PERSONNEL ADMINISTRATION

COURSE CODE: PA 306

TIME ALLOWED: THREE (3) HOURS

INSTRUCTION:

- 1. ANSWER ANY FOUR (4) QUESTIONS**
- 2. ALL QUESTIONS CARRY EQUAL MARKS OF TWENTY FIVE (25) EACH**

THIS PAPER IS NOT TO BE OPENED UNTIL PERMISSION HAS BEEN GIVEN BY THE INVIGILATOR

QUESTION 1

Define Labour/Industrial Relations and discuss the parties involved in Labour Relations (25 Marks).

QUESTION 2

Discuss the reasons, purpose and objectives of the Industrial Relations Act 2000 (as amended) (25 Marks).

QUESTION 3

Define Occupational Health and Safety and explain why Employee Wellness is critical to the success of organizations (25 Marks).

QUESTION 4

Human Resource/Workforce Planning can be triggered by numerous factors both internal and external in an organization. Discuss (25 marks).

QUESTION 5

Discuss the role of line management in Human Resources Management in Organizations (25 Marks).

QUESTION 6

Recruitment can be influenced by both internal and external factors. Discuss (25 Marks).

QUESTION 7

Define Human Resources Development (HRD) and show why it is important in the modern organization (25 Marks).

QUESTION 8

Discuss the individual and organizational perspectives of Career (25 Marks).