

UNIVERSITY OF SWAZILAND
FACULTY OF SOCIAL SCIENCES
BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 3

FINAL EXAMINATION PAPER: MAY 2018

TITLE OF PAPER: PUBLIC HUMAN RESOURCE MANAGEMENT

COURSE CODE: PAD 304

TIME ALLOWED: TWO (2) HOURS

INSTRUCTIONS: 1. ANSWER TWO (2) QUESTIONS;
2. ALL QUESTIONS CARRY EQUAL MARKS OF
TWENTY FIVE (25) EACH

THIS PAPER IS NOT TO BE OPENED UNTIL THE INVIGILATOR HAS
GRANTED PERMISSION

QUESTION 1

Discuss the duties/obligations of the parties to each other in a contract of employment and further explain the different ways in which the contract of employment can be terminated.

QUESTION 2

Differentiate between education, training and development and explain the Kirkpatrick model of evaluating training.

QUESTION 3

Explain the objectives of compensation and also discuss the factors that influence the determination of salaries and wages in organisations.

QUESTION 4

Discuss the four main job design techniques as well as their advantages and disadvantages.