

**UNIVERSITY OF ESWATINI**  
**FACULTY OF SOCIAL SCIENCE**  
**DEPARTMENT OF POLITICAL SCIENCE & PUBLIC ADMINISTRATION**  
**MAIN EXAMINATION PAPER: MAY 2019**  
**ACADEMIC YEAR 2018/2019**

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**TITLE OF PAPER:** PUBLIC HUMAN RESOURCES MANAGEMENT  
**DEGREE & YEAR:** BACHELOR OF ARTS (SOCIAL SCIENCE), YEAR 3  
**COURSE CODE:** PAD 304  
**TIME ALLOWED:** TWO (2) HOURS

**INSTRUCTIONS:**

1. THIS PAPER CONSISTS OF SECTION (A) AND (B)
2. SECTION A IS COMPULSORY
3. ANSWER ANY **ONE** QUESTION FROM SECTION B
4. BOTH QUESTIONS CARRY EQUAL MARKS

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

## SECTION A

### (Compulsory Question)

#### *Question 1*

Choose **ONE** of the following activities in the *human resources management functions cycle* and give a comparative analysis of its practise in both the Private and Public Sector.

Recruitment & Selection

Training & Development

Performance Management

Compensation & Reward Systems

Labour Relations Administration

Health & Safety

## SECTION B

### (Answer ONE question from this Section)

#### *Question 2*

Critically discuss the significance of government's human resources management and show how current public sector management human resources systems impact on the efficiency and effectiveness of the public sector.

#### *Question 3*

Choose **four** of the following concepts and in each case discuss their differences;

- A. Job Analysis and Job Design
- B. Performance Management System and Performance Appraisal
- C. Strategic Management and Strategic Human Resources Management
- D. Intrinsic and Extrinsic Rewards
- E. Job Description and Job specification

#### *Question 4*

Information Technological advancement has brought innovative means in the training & development of employees.

- (A) Critically discuss the pros and cons of the use of computers as an approach to training,
- (B) In your opinion what would be the major prospects and challenges governments would face in implementing such technological innovations