

**UNIVERSITY OF SWAZILAND
DEPARTMENT OF STATISTICS AND DEMOGRAPHY**

FINAL EXAMINATION PAPER, MAY 2005

TITLE OF PAPER : DEMOGRAPHIC ASPECTS OF MANPOWER

COURSE CODE : DEM 404

TIME ALLOWED : TWO HOURS

**INSTRUCTION : ANSWER QUESTION ONE AND ANY
OTHER TWO QUESTIONS**

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

QUESTION ONE [40 marks; 8 marks each]

Write explanatory notes on the following topics:

- [a] Vital statistics
- [b] Sectoral brain drain
- [c] Potential labour force
- [d] The life table
- [e] Basic needs

QUESTION TWO [30 marks]

- [a] What are the various types of labour mobility? [10 marks].
- [b] Examine the model of terms and conditions of employment influencing labour mobility [20 marks].

QUESTION THREE [30 marks]

- [a] What are the various means of human capital formation? Appropriate reference to Swaziland will be an advantage. [15 marks].
- [b] Examine the factors that affect the level of women's employment in the modern sector. [15 marks].

QUESTION FOUR [30 marks]

- [a] Explain the manpower requirements approach to human resource planning [5 marks]
- [b] Discuss the Employers Opinion Method of estimating future manpower requirements [25marks].

QUESTION FIVE [30 marks].

- [a] What is manpower environment? [5 marks]
- [b] A number of changes affect the manpower environment. If manpower planning is to be effective and projections are to be realistic, it is imperative that the sources of such changes be discerned. Discuss these statements [25 marks].