

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE

DEPARTMENT OF BUSINESS MANAGEMENT

HUMAN RESOURCES MANAGEMENT – CBU 2103

FINAL EXAMINATION – FEBRUARY 2010

TIME ALLOWED: 3 HOURS

INSTRUCTIONS TO CANDIDATES

Answer any **four** questions.

INFORMATION TO CANDIDATES

- (i) Questions may be answered in any order.
- (ii) All questions carry **25** marks each.
- (iii) Credit will be given to the use of appropriate examples.
- (iv) This paper contains **Seven** questions.

QUESTION 1

Discuss the role of Human Resources Management in attracting, retaining and motivating staff. **[25 Marks]**

QUESTION 2

Cite and discuss the various aspects of job analysis. Indicate the role(s) that job analysis plays in recruitment and selection. **[25 Marks]**

QUESTION 3

Critically discuss the Paterson job evaluation method. **[25 Marks]**

QUESTION 4

Discuss the job interview process, indicating how it adds value to an organisation.

[25 Marks]

QUESTION 5

Why do employees negotiate for fringe benefit programmes?

[25 Marks]

QUESTION 6

“Performance management is a waste of resources” . Discuss.

[25 Marks]

QUESTION 7

List and explain the pre-requisites for a typical successful incentive scheme.

[25 Marks]

END OF EXAMINATION