

NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE
DEPARTMENT OF BUSINESS MANAGEMENT
FINAL EXAMINATIONS - MAY 2011
HUMAN RESOURCES MANAGEMENT- CBU 2103
TIME ALLOWED: 3 HOURS

INSTRUCTIONS TO CANDIDATES

Answer any **Four** questions.

INFORMATION TO CANDIDATES

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

Question 1

Fully explain why some organizations adopt fringe benefit programmes. [25 Marks]

Question 2

'All managers are personnel managers'. Discuss. [25 Marks]

Question 3

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

Question 4

'Performance Management is a waste of resources'. Discuss. [25 Marks]

Question 5

Critically discuss the compensation considerations that Human Resources Managers must bear in mind when setting reward policies. [25 Marks]

Question 6

'Accidents are caused, they do not happen.' Discuss.

[25 Marks]

Question 7

'Training less to save money is like stopping the clock to save time.' Discuss.

[25 Marks]

END OF EXAMINATION