

# NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY



## FACULTY OF COMMERCE

### DEPARTMENT OF BUSINESS MANAGEMENT

#### HUMAN RESOURCES MANAGEMENT – CBU 2103

#### Supplementary Examination Paper

August 2015

This examination paper consists of 3 pages

**Time Allowed: 3 hours**

**Total Marks: 100**

**Examiner's Name: Mrs T Rugube**

#### **INSTRUCTIONS TO CANDIDATES**

1. Answer any **four** (4) questions

#### **INFORMATION TO CANDIDATES**

1. All questions carry 25 marks each.
2. Questions may be answered in any order.
3. Credit will be given for the use of appropriate examples.
4. This paper contains seven questions.

#### **MARK ALLOCATION**

QUESTION	MARKS
1.	25
2.	25
3.	25
4.	25
5.	25
6.	25
7.	25

### **Question 1**

- a) Why is it important for human resource managers to plan for human resource requirements? **[10 marks]**
- b) Despite the significance of human resource planning to the attainment of organisational objectives, why are most human resource managers reluctant to plan? **[15 marks]**

### **Question 2**

‘Job analysis is the foundation of a sound human resource function’. Evaluate this statement. **[25 marks]**

### **Question 3**

How can managers improve on their recruitment process in order to ensure that only the right candidates are recruited? **[25 marks]**

### **Question 4**

Given a pool of candidates for a position of air flight attendance for an international airliner, explain how you would go about selecting the best candidate. **[25 marks]**

### **Question 5**

‘The individual, not the organization, is responsible for managing his career.’

How far do you agree with the foregoing statement? **[25 marks]**

### **Question 6**

Explain the essential factors for an effective employee assistance programme (EAP).

[25 marks]

**Question 7**

With reference to an organisation of your choice, evaluate the effectiveness of a safety incentive programme that uses rewards (both monetary and non-monetary) as motivators for safe practices.

[25 marks]

**END OF EXAMINATION**