

**NATIONAL UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**FACULTY OF COMMERCE**  
**DEPARTMENT OF BUSINESS MANAGEMENT**  
**MANAGEMENT DEVELOPMENT PROGRAMME**  
**FEBRUARY 2010 EXAMINATIONS**  
**HUMAN RESOURCES MANAGEMENT - MDP 1001**

**INSTRUCTIONS TO CANDIDATES**

Answer any **four** questions.

**INFORMATION TO CANDIDATES**

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

**QUESTION 1**

The Decision Band Method (DBM) or Paterson job evaluation method is the most widely used system/technique in the mining sector. Give a detailed description of this method and the critique thereof. **[25 Marks]**

**QUESTION 2**

- a) Distinguish between training ,development and education. **[9 Marks]**
- b) Identify and explain any four principles of effective learning. **[16 Marks]**

**QUESTION 3**

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

**QUESTION 4**

Discuss the purpose of fringe benefits to both the employer and employees. **[25 Marks]**

**QUESTION 5**

Human Resources Planning (HRP) is an activity that is concerned with setting out the size, quality and nature of the workforce in order to meet corporate objectives. Discuss the foregoing statement, highlighting the impact that changes in the external factors such as legislation and demographics have on HRP. **[25 Marks]**

**QUESTION 6**

Discuss the relevance of the principles of compensation in Reward Management. **[25 Marks]**

**QUESTION 7**

Identify and discuss any five training methods that can be used in an organisation to improve employee performance. **[25 Marks]**

**END OF EXAMINATION**