



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY
FACULTY OF MANAGEMENT SCIENCES**

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRM	LEVEL: 7
COURSE CODE: RLM 621S	COURSE NAME: HUMAN RESOURCES FOR LINE MANAGERS
SESSION: JANUARY 2020	PAPER: THEORY
DURATION: 2 HOURS	MARKS: 100

SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Ms. Fiina Shimaneni Mr. Ehrenfried Tjivii Ndjoonduezu
MODERATOR:	Ms. B Dreyer-Omoregie

INSTRUCTIONS
<ol style="list-style-type: none">1. The paper consists of Section A only. Answer ALL the questions.2. Write clearly and neatly.3. Number the answers clearly.

PERMISSIBLE MATERIALS

1. Examination paper.
2. Examination script.

THIS QUESTION PAPER CONSISTS OF 2 PAGES (Including this front page)

SECTION A

Question 1

- 1.1 Discuss the application of Herzberg's motivation-hygiene theory by managers to improve the personal job satisfaction of employees. (20)
- 1.2 Explain the stages identified by Dianne Arthur relating to competency based interviewing in detail. (10)
- 1.3 In determining the compensation system, an organisation needs to ensure that it adheres to the requirement laid out in law. Explain a list of regulations/laws that should be considered when developing a pay system. (12)
- 1.4 Schein (1984) argues that the organisational culture develops as the organisation solves two sets of problems, namely external adaptation and internal integration. Explain what is meant by 'external adaptation' and 'internal integration'. (9)
- 1.5 Discuss and illustrate with examples the external and internal environmental factors which may have an influence on the organisation's choice of a compensation system. (21)
- 1.6 List and explain five (5) common ways when a data breach occurs or when it's leaked or lost. (15)
- 1.7 Briefly explain the serious implications mistakes can cause during the selection process. (6)
- 1.8 Specify and explain the rules organisations can follow when offering benefits and perks to applicants. (7)