ΠΑΜΙΒΙΑ UΠΙVΕRSITY
OF SCIEΠCE AΠD TECHΠOLOGY

FACULTY OF MANAGEMENT SCIENCES

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 07BHRM	**LEVEL:** 6
COURSE CODE RLM621S	**COURSE NAME** HUMAN RESOURCES FOR LINE MANAGERS
SESSION: JANUARY 2019	**PAPER:** THEORY
DURATION: 2 HOURS	**MARKS:** 100

SECOND OPPORTUNITY QUESTION PAPER	
EXAMINER(S)	Ms. E January-Enkali Ms F. Shimaneni
MODERATOR:	Ms B Omoregie

INSTRUCTIONS
1. Write clearly and neatly. 2. All questions are compulsory

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

ALL QUESTIONS ARE COMPULSORY

Question 1 -Total Marks (100)

1.1 Discuss the following aspects with regards to selection:

    a)   Explain the importance of having a proper documentation process in selection (7)

    b)   Discuss the most important interview documenting guidelines (10)

1.2 Discuss the goal -setting theory under the following aspects:

  a) The principles of goal -setting (5)

  b) The steps in setting goals (7)

1.3 Explain the external and internal factors which influence the organisation's choice of compensation system. (12)

1.4 Discuss the different forms of financial rewards which organisations can offer to their employees (10)

1.5 Discuss the principles to consider when designing a performance reward system (15)

1.6 Discuss Higgins's eight components of strategy execution (16)

1.7 Discuss Human Resources Information Systems (HRIS) under the following aspects:

    a)   Definition of a HRIS (2)

    b)   The advantages and disadvantages of HRIS (7)

    c)   Misconceptions about HRIS (9)