NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF HUMAN SCIENCES

DEPARTMENT OF SOCIAL SCIENCES

QUALIFICATION: BACHELOR OF PUBLIC MANAGEMENT	
QUALIFICATION CODE: 07BPMN	**LEVEL:** 6
COURSE CODE: PHR611S	**COURSE NAME:** PUBLIC HUMAN RESOURCES MANAGEMENT
SESSION: JULY 2019	**PAPER:** THEORY
DURATION: 3 HOURS	**MARKS:** 100

SUPPLEMENTARY / SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Mr. Ben Namabanda
MODERATOR:	Mr. Eliphas !Owos-Oab

INSTRUCTIONS	
1. This paper consists of 5 (five) questions of equal value. 2. Answer any 4 (four) questions. 3. Write clearly and legibly. 4. This paper is applicable to full-time, part-time and distance education students.	

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

QUESTION 1

The ability of the public sector to achieve success through effective public service delivery depends on the contribution of dedicated public sector employees. By making use of relevant examples, describe the public dimension of public human resources management. **(25)**

QUESTION 2

Your major task is to ensure that the most effective recruitment method is used to attract qualified candidates to apply for vacant positions. By making use of relevant examples, discuss advertisements as a method of recruitment. **(25)**

QUESTION 3

You are responsible for employee relations in a public sector organisation. By making use of relevant examples, analyse the various roles of parties involved in employee relations. **(25)**

QUESTION 4

It is important to ensure that the right number and type of individuals are available at the right time and place. By making use of relevant examples, explain the steps you would consider during a human resource planning process. **(25)**

QUESTION 5

Public sector employees can go an extra mile in the provision services of acceptable quality when sufficiently motivated. As a Director in the Ministry of Higher Education, Training and Innovation, explain how you would apply Frederick Herzberg's Motivator-Hygiene theory in motivating your staff. Illustrate your answer by using relevant examples. **(25)**

END OF PAPER

7/5/2019