



**NAMIBIA UNIVERSITY  
OF SCIENCE AND TECHNOLOGY  
FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION**

**DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES**

<b>QUALIFICATION: BACHELOR OF PUBLIC MANAGEMENT</b>	
<b>QUALIFICATION CODE: 07BPMA</b>	<b>LEVEL: 6</b>
<b>COURSE CODE: HPS611S</b>	<b>COURSE NAME: HUMAN RESOURCE MANAGEMENT IN THE PUBLIC SECTOR</b>
<b>SESSION: JUNE 2024</b>	<b>PAPER: THEORY (PAPER 1)</b>
<b>DURATION: 3 HOURS</b>	<b>MARKS: 100</b>

<b>FIRST OPPORTUNITY EXAMINATION QUESTION PAPER</b>	
<b>EXAMINERS</b>	Mr. B. Namabanda
<b>MODERATOR:</b>	Mr. E. !Owos-Oab

<b>INSTRUCTIONS</b>	
<ol style="list-style-type: none"><li>1. This paper consists of 6 (six) questions of equal value.</li><li>2. Answer any 4 (four) questions.</li><li>3. Write clearly and legibly.</li><li>4. This paper is applicable to full-time and distance education students.</li></ol>	

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

**QUESTION 1**

You are responsible for talent acquisition as a public sector manager. Outline aspects you would consider in an induction or on-boarding programme as the last step in the talent management process to ensure a perfect integration process for newly appointed employees. Use relevant examples to illustrate your answers. **(25)**

**QUESTION 2**

You are a member of a disciplinary committee. There are various types of offences, and possible actions that you should acquaint yourself with when disciplining public sector employees. Assess the types of offences, and possible actions you would consider during a disciplinary procedure. Illustrate your answers by using relevant examples. **(25)**

**QUESTION 3**

Your superiors in a public sector institution assign you the task to design an incentive compensation plan. By making use of relevant examples, analyse the guidelines you would consider that relate to the requirements for effective compensation plans. **(25)**

**QUESTION 4**

You are a chairperson of a selection committee during an interview. Explain the weaknesses that can contribute to the ineffectiveness of the interview. To ensure that the interview becomes effective as a selection method, what would you recommend? Use relevant examples to illustrate your answers. **(25)**

**QUESTION 5**

One of the critical purposes of performance appraisals (PAs) is to serve as administrative instruments. Identify and explain various aspects to which PAs can be applied as administrative instruments when making human resource management decisions. Use relevant examples to illustrate your answers. **(25)**

**QUESTION 6**

There are various causes of employee dismissals that you should know as a prospective public sector manager. By making use of relevant examples, outline the major causes of employee dismissals in the public sector. **(25)**

**END OF PAPER**