



ΠΑΜΠΙΒΙΑ UNIVERSITY
OF SCIENCE AND TECHNOLOGY
FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION
DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

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

SUPPLEMENTARY/SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINERS	Mr. B. Namabanda
MODERATOR:	Mr. E. !Owos-Oab

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

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

QUESTION 1

You are asked to brief management on the benefits, and shortcomings of adopting a strategic approach to human resource management. By making use of relevant examples, describe aspects you would include in this briefing. Make use of relevant examples to illustrate your answers. (25)

QUESTION 2

You are responsible for overseeing performance appraisals (PAs) of employees who should be recommended for promotion. Identify and discuss the problems that relate to the rating of performance through using PAs. Illustrate your answers by using relevant examples. (25)

QUESTION 3

It is essential that the right number of individuals with the right skills are placed in the right positions at the right time during a workforce planning process. Identify and describe activities that you should implement to achieve a successful workforce planning process. Use relevant examples to illustrate your answers (25)

QUESTION 4

There are various institutional roles that you would be required to perform as a human resource specialist. By using relevant examples, identify and describe the specific institutional roles that relate to the levels of obligations. (25)

QUESTION 5

As one of your key performance areas, you are required to design a flexible benefit arrangement strategy. Evaluate the pure flexible benefit arrangement strategy. In addition, indicate why you would recommend this benefit arrangement strategy to senior management in a public sector institution. Use relevant examples to justify your answers. (25)

QUESTION 6

As an aspiring human resource strategist, you would support the notion that strategic management refers to the application of management processes at the highest level of a public sector institution. Identify and explain the phases of the strategic management process. Use relevant examples to illustrate your answers. (25)

END OF PAPER