



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF COMMERCE, HUMAN SCIENCES & EDUCATION

DEPARTMENT OF GOVERNANCE AND MANAGEMENT SCIENCES

QUALIFICATION	BACHELOR OF EMPLOYMENT & LABOUR RELATIONS HONOURS
QUALIFICATION CODE:	08BILR
LEVEL:	8
COURSE CODE:	CIH811S
COURSE NAME:	CONTEMPORAY ISSUES IN HRM
SESSION:	JULY 2024
DURATION:	3 HOURS
MARKS:	100

SECOND OPPORTUNITY EXAMINATION	
EXAMINER:	Ms Fiina Shimaneni
MODERATOR:	Ms Ilenimutale Haiduwa

INSTRUCTIONS
<ol style="list-style-type: none">1. Answer ALL questions.2. You are expected to apply your subject knowledge to questions.3. Write clearly and neatly.4. Number your answers correctly.

THIS QUESTION PAPER CONSIST OF 2 PAGES (including this front page).

SECTION

[40]

QUESTION 1

1.1 The inception and evolution of Human Resource Management (HRM) consist of various stages. Elucidate how the administrative era contributed to the origin and evolution of HRM.

(10)

1.2 List and briefly explain the five key areas for organisations to act upon if they are to make talent a source of competitive advantage.

(10)

1.3 HRM practitioners are ever faced with ethical dilemma while executing their duties. Briefly explain principle perspectives and ethics quick test that can provide practical ways to assist in decision-making.

(10)

1.4 Ethics management programmes can increase the propensity of HR professionals to report misconducts. Discuss what an ethic management programme should include to minimise failure.

(10)

Section B

[60]

Question 2

2.1 Discuss the role of HR department in creating business agility.

(20)

2.2 Define the concept digital HR. In addition, provide advice to the HR department on how to achieve success in its digital transformation journey.

(20)

2.3 In the context of globalisation, there is increased workforce diversity. Give examples of challenges organisations are currently faceting in managing diversity.

(20)

END OF PAPER

GOOD LUCK!