



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

**DEPARTMENT OF HOSPITALITY AND TOURISM**

<b>QUALIFICATION : Bachelor of Hospitality Management, Bachelor of Culinary Arts, Bachelor of Tourism Innovation and Development</b>	
<b>QUALIFICATION CODE: 07BHOM, 07BOTM, 07BCNA</b>	<b>LEVEL: 7</b>
<b>COURSE CODE: HRH610S</b>	<b>COURSE NAME: Human Resource Management for Hospitality and Tourism</b>
<b>SESSION: January 2025</b>	<b>PAPER: THEORY (PAPER 2)</b>
<b>DURATION: 2 HOURS</b>	<b>MARKS: 100</b>

<b>SECOND OPPORTUNITY EXAMINATION QUESTION PAPER</b>	
<b>EXAMINER(S)</b>	Ms. AAR Siebert
<b>MODERATOR:</b>	Enzy Ngondi Pewa Kaura-Ndjavera

<b>INSTRUCTIONS</b>
1. Answer ALL the questions. 2. Read all the questions carefully before answering. 3. Number the answers clearly

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

**Question 1** (3x2=6)

Employee commitment is attributed to 3 (three) main elements linked to employer branding  
Discuss the 3 (three) elements.

**Question 2** (2)

Define the role of Employer Branding in a company.

**Question 3** (4)

Elaborate on reasons why companies should adopt Employer Branding.

**Question 4** (8)

“Job descriptions are a broad statement of the scope, purpose, duties and responsibilities involved in a job. “  
Explain the main purpose of Job Descriptions.

**Question 5** (14)

Properly organised and professionally run induction programs benefit both the employee and the employer.  
Please state the benefits experienced by both parties.

**Question 6** (15)

The development of people must be an integral human resource process that is aligned to the corporate strategy. Elaborate on the reasons why a company may feel the need to provide training for their staff.

**Question 7** (2+6+8=16)

Write a short essay on sexual harassment in the workplace, focussing on

- a) a definition of sexual harassment [2]
- b) the conditions in which it can occur [3x2]
- c) the terms of the types of sexual harassment [4x2]

**Question 8** (11x2=22)

Performance Appraisal is the process by which the human resource manager or other manager or supervisor monitors and evaluates what is happening in the workplace. Write a short essay discussing

- a) the objectives of conducting performance appraisals and, [6x2]
- b) the importance of performance appraisals. [5x2]

**Question 9** (13)

Workforce planning is said to be the foundation of all recruitment activities in a company. Write a short explanation on the importance of workforce planning.