



**NAMIBIA UNIVERSITY  
OF SCIENCE AND TECHNOLOGY**

**FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION**

**DEPARTMENT: GOVERNANCE AND MANAGEMENT SCIENCES**

<b>QUALIFICATION: BACHELOR OF HUMAN RESOURCE MANAGEMENT (HONOURS)</b>	
<b>QUALIFICATION CODE: 08BHRM-H</b>	<b>LEVEL: 8</b>
<b>COURSE CODE: HRM812S</b>	<b>COURSE NAME: HUMAN RESOURCE METRICS</b>
<b>SESSION: JANUARY 2025</b>	<b>PAPER: THEORY</b>
<b>DURATION: 3 HOURS</b>	<b>MARKS: 100</b>
<b>SECOND OPPORTUNITY/SUPPLEMENTARY PAPER</b>	
<b>EXAMINER(S)</b>	<b>Mr. Odilo Sikopo</b>
<b>MODERATOR:</b>	<b>Dr Simeon Amunkete</b>
<b>INSTRUCTIONS</b>	
<ol style="list-style-type: none"><li>1. Answer all questions.</li><li>2. Read all the questions carefully before answering.</li><li>3. Marks for each question are indicated at the end of each question.</li><li>4. Please ensure that your writing is legible, neat and presentable.</li></ol>	

**PERMISSIBLE MATERIALS**

1. Examination paper.
2. Calculator

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

**Question 1****(20 Marks)**

- 1.1 Describe the following concepts in relation to Human Resources business intelligence? **(20)**
- (a) Regression line
  - (b) Inverse correlation
  - (c) Employee retention
  - (d) 360-Degree Feedback system

**Question 2****(80 Marks)**

- 2.1 You are hired as an HR practitioner at company A and your first task is to assess why a high number of staff are leaving the company. Please describe the five steps to be undertaken during your proposed regression project. **(10 marks).**
- 2.2 You have been appointed as Chief HR Policy Analysts under the Office of the Prime Minister (OPM). One of your biggest tasks is to develop a framework for critical skills development in Namibia aligned with the Government's National Development Goals (NDG) for the achievement of vision 2030. Discuss how you would apply the LAMP model to succeed on this very important government project? **(20)**
- 2.3 Discuss critically how an organisation can utilise HR data to facilitate decision making, and determine the value of HR contribution to the organisation? **(10)**
- 2.4 Evaluate the 4 levels that HR professionals can utilise in developing relevant HR data? **(20)**
- 2.5 HR measurement could be construed as a continuous process of gathering, analysing, interpreting, evaluating and presenting qualitative and quantitative data to measure, align and benchmark the impact of HR practices on organizational objectives. Having studied this statement analyse critically the HR measurement cycle? **(20)**

**End of paper**  
**Total Marks: 100**