NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY

FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION

DEPARTMENT OF SOCIAL SCIENCES

QUALIFICATION: BACHELOR OF PUBLIC MANAGEMENT	
QUALIFICATION CODE: 07BPMA	LEVEL: 6
COURSE CODE: HPS611S	COURSE NAME: HUMAN RESOURCE MANAGEMENT IN THE PUBLIC SECTOR
SESSION: JUNE 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

FIRST OPPORTUNITY EXAMINATION QUESTION PAPER	
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MODERATOR:	Mr. E. !Owos-Oab

INSTRUCTIONS
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, part-time and distance education students.

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

QUESTION 1

As a public sector manager, you would be one of the appraisers during performance management appraisals (PAs). By making use of relevant examples, discuss the problems that relate to the rating of performance through the use of PAs. **(25)**

QUESTION 2

It is your responsibility to design an incentive compensation plan in a public sector institution. With the use of relevant examples, analyse the guidelines you should consider that relate to the requirements for effective compensation plans. **(25)**

QUESTION 3

Strategic management is the application of management processes such as policy making, organising, financing, and controlling at the highest level of an institution. By using relevant examples, identify and explain the phases of the strategic management process. **(25)**

QUESTION 4

You are responsible for ensuring a successful workforce planning process as a human resource specialist in a public sector institution. Identify and describe activities that are aligned with and driven by the strategy of the institution that should be implemented to ensure a successful workforce planning process. Illustrate your answers by using relevant examples. **(25)**

QUESTION 5

In the talent management process, step three relates to managing the application and selection process. Explain the weaknesses that can make an interview to be ineffective as a selection method. In addition, what you would recommend in order to make the interview an effective selection method? Use relevant examples to illustrate your answers **(25)**

QUESTION 6

By being a member of a disciplinary committee in the Namibian public sector, it is expected of you to familiarise yourself with various types of offences and possible actions to be taken when disciplining public sector employees during a disciplinary procedure. By making use of relevant examples, assess the types of offences and possible actions you would consider. **(25)**

END OF PAPER