



**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: JULY 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

SUPPLEMENTARY/SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Mr. B. Namabanda Ms H. Imene
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, part-time and distance education students.	

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

QUESTION 1

As a human resource strategist, you have been requested to brief senior management in a public sector institution on the benefits and shortcomings of adopting a strategic approach to human resource management. With the use of relevant examples, describe what you would include in such a briefing. (25)

QUESTION 2

There are various institutional roles that are entrusted to human resource managers. Identify and describe the specific roles that relate to the levels of obligations. Provide relevant examples to illustrate your answers. (25)

QUESTION 3

In workforce planning, developing and implementing workforce strategies and a workforce plan is a crucial step. In order to ensure effective implementation of the plan, there are steps that you should consider. With the use of relevant examples, identify and describe these steps when implementing the plan. (25)

QUESTION 4

You intend proposing a flexible benefit arrangement strategy as a remuneration specialist in a public sector institution. Evaluate this type of benefit arrangement strategy. In addition, provide your motivation for recommending the flexible benefit arrangement strategy to management. Use relevant examples in your motivation. (25)

QUESTION 5

Though the last, making the appointment is a critical step in the talent management process. In an effort to facilitate a smooth integration process, you have been tasked to design an induction or on-boarding programme for new employees. By using relevant examples, outline the aspects you would include in an induction programme. (25)

QUESTION 6

Like every other prospective public sector employee, you should be aware of the major causes of employee dismissals. With the use of relevant examples, outline these major causes of employee dismissals in the public sector. (25)

END OF PAPER

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2021 -05- 03

**HEAD OF DEPARTMENT
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