



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

QUALIFICATION: BACHELOR OF PUBLIC MANAGEMENT	
QUALIFICATION CODE: 07BPMA	LEVEL: 6
COURSE CODE: HPS611S	COURSE NAME: HUMAN RESOURCE MANAGEMENT IN THE PUBLIC SECTOR
SESSION: JULY 2025	PAPER: THEORY (PAPER 1)
DURATION: 3 HOURS	MARKS: 100

SUPPLEMENTARY/SECOND OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Mr. B. Namabanda
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.	

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

QUESTION 1

You are responsible for designing an incentive compensation plan in a public sector institution in Namibia. By using relevant examples to illustrate your answers, analyse the guidelines you should consider that relate to the requirements for effective compensation plans. (25)

QUESTION 2

You are a member of a selection panel. Explain the weaknesses that can be associated with an interview. Additionally, what would you recommend to make the interview effective as a selection method? Use relevant examples to illustrate your answers. (25)

QUESTION 3

As an aspiring public sector manager, there are various causes of employee dismissals that you should know. By making use of relevant examples, outline the major causes of employee dismissals in the public sector. (25)

QUESTION 4

Performance appraisals (PAs) serve many purposes. By using relevant examples, identify and explain various aspects to which you can apply PAs as administrative instruments. (25)

QUESTION 5

As a human resource specialist in the public sector, you can be required to perform various institutional roles. Identify and describe the specific institutional roles that relate to the levels of obligations. Use relevant examples to illustrate your answers. (25)

QUESTION 6

You are requested to make a presentation to senior management in the public sector on the benefits, and shortcomings of using a strategic approach to human resource management. Describe aspects you would include in this presentation. Use relevant examples to illustrate your answers. (25)

END OF PAPER