

UNIVERSITY OF FORT HARE

EAST LONDON CAMPUS

IDS 520E

DEGREE EXAMINATIONS

NOVEMBER 2019

HUMAN RESOURCE MANAGEMENT

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Time: 3 Hours

Marks: 100

Subject: HUMAN RESOURCE MANAGEMENT

This paper consists of 3 pages including the cover page

Internal Examiner:

External Examiner:

Dr Francis Sibanda

Prof Lionel Thaver

Instructions:

ANSWER ANY THREE (3) QUESTIONS

ALL QUESTIONS ARE EQUAL IN VALUE

Please remember that it is in your interest to write legibly

SECTION A

1. How do the following factors affect and shape Human Resource Management in today's globalised world:
 - a. Technology and organisational structure
 - b. Demographic trends
 - c. International developments

2. What is Human Resource Management? Why is strategic HRM significant in any organisation?

3. Discuss processes that are involved in human resource staffing. What are some of the factors affecting human resource staffing processes?

SECTION B:

4. Critically evaluate the relationship between trade unions and human resource management department.

5. Why do organisations train their workers? Explain the differences between traditional training and competency based skills development (i.e. job related and performance-based training).

6. What is performance management and performance appraisal in organisations, and how do they differ? Why should organisations prioritise their performance management?

*****END OF PAPER*****