

UNIVERSITY OF FORT HARE

**PUBLIC HUMAN RESOURCES MANAGEMENT
PUB 213**

MAIN EXAM JUNE 2023

Time: 3 Hours
Subject: PUB 213
Marks: 100

This paper consists of 2 pages including the cover page

Internal Examiners

First Examiner: Dr T Rulashe

External Examiners

Second Examiner: Mrs U Omuruyi (UFH)

INSTRUCTIONS

- Please note that all questions are compulsory from Section A and choose only ONE in Section B.
- Ensure that you write in a clear hand-writing and number answers correctly
- Read all questions and instructions carefully before answering

**INSTRUCTIONS: Please answer all the questions in section A and only ONE question
from section B
Section A: (75)**

Please tick the appropriate alphabet or alphabets where applicable and also tick the appropriate box where applicable.

1. Human Resource Management are those activities undertaken to:
A) Develop, Report and arduous an effective workforce (4)
B) Critic, Motivate and fire an effective workforce
C) Attract, develop and maintain an effective workforce.
D) Manage, Use and under pay an effective workforce.
E) A and B
F) All of the Above

2. All the Acts, Laws, policies and regulations relating to Human Resource Management may not contradict the:
A) People's Act of South Africa act 15 of 1994 (4)
B) The Constitution of the Republic of South Africa act 108 of 1996
C) Local Government: Municipal Systems Act, Act No. 32 of 2000
D) None of the above

3. The Labour Relations Act is referred to as the:
A) Labour Relations Act,, 66 of 2002 (4)
B) Labour Relations Act, 66 of 1996
C) Labour Relations Act, 53 of 1995
D) Labour Relations Act, 66 of 1995
E) None of the above

Please complete the following sentence using the best appropriate terms chosen from the list below:

(Managing, Culture, Strategic, legislation)

4. Human Resources Management is a _____ and comprehensive approach to _____ people and the work place _____ and environment in an organization and is by nature a _____ regulated practice.
(12)

5. Answer True or false:
I. Information forms part of the types of public resources (3)
II. The Municipal Financial Management Act of 2003 is applicable to Provincial HRM Departments (3)

6. Briefly explain the following:
A) Public Administration (5)
B) Equity vs Equality (5)
C) Finance (Generic Functions) (5)
D) Public Resources Management (5)
E) Service Delivery (5)
F) Human Resource Development (5)

7. Briefly discuss the scientific management theory (Frederick Taylor) in relation to Human Resources management. (15)

Section B: (answer Only One question) Discussion questions. (25)

1. Discuss Capacity Building as a concept aimed at developing the public sector human resource. (25)
2. Argue for or/ and against the application of Affirmative Action as a key concept of Employment equity in the South African Context and public administration (25)
3. Discuss the application of change management strategies as a means to yield positive transformation in the public sector work environment. (25)