



**JUNE / JULY SUPPLEMENTARY EXAM 2016**

**DEPARTMENT OF PUBLIC MANAGEMENT AND GOVERNANCE**

**PROGRAMME: BA HONS (PUBLIC MANAGEMENT AND GOVERNANCE)**

**MODULE: ADVANCED PUBLIC HUMAN RESOURCE MANAGEMENT**

**MODULE CODE: PMG 8X04**

**DURATION: 3 HOURS**

**MARKS: 100**

**EXAMINERS:** Dr V Jarbandhan (APK)

**MODERATOR:** Dr D Uwizeyimana (APK)

**EXTERNAL EXAMINER:** Prof GM Ferreira (UNISA)

**This paper consists of two pages.**

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***Instructions to candidates***

Write the number of each question answered clearly in the space provided on the cover of the examination answer book.

Begin each answer on a new page.

Begin each section on a separate answer sheet.

Number your answers exactly as the questions are numbered.

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**Choose *any four* essay questions.**

**QUESTION 1 – (25 marks)**

Job analysis, job specification and job evaluation are important concepts in analyzing and forecasting workforce demand in the public sector. In a well-balanced essay evaluate the concepts of job analysis, job specification and job evaluation, and state their relevance for strategic human resource planning for the South African Public Sector.

PTO...Question/2

**QUESTION 2 – (25 marks)**

Identify and describe the steps that are involved in the implementation of an affirmative action programme in the South African public service.

**QUESTION 3 – (25 marks)**

Discuss in detail, the common objectives of an effective compensation (reward) system.

**QUESTION 4 – (25 marks)**

*“One of the most common assessment tools used for selecting employees is the employment interview”. (Erasmus et al. 2005:249)*

Evaluate the importance of interviewing candidates as part of the selection process. Include in your essay the different types of interviews and the steps that are involved in the interview process.

**QUESTION 5 – (25 marks)**

Discuss the role of trade unions in public sector human resource management.

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