



FACULTY OF MANAGEMENT
DEPARTMENT OF PUBLIC MANAGEMENT AND GOVERNANCE
FINAL JANUARY SUPPLEMENTARY SUMMATIVE ASSESSMENT

PROGRAMME: BA PUBLIC MANAGEMENT AND GOVERNANCE

MODULE: PUBLIC MANAGEMENT AND GOVERNANCE 3B21 (SWC)

CODE: PMG3B21

DURATION: 3 HOURS

MARKS: 100

DATE OF EXAM: 09 January 2017

EXAMINERS: Dr DE Uwizeyimana (SWC), Ms Y Bernhardt (APK), Prof C J Auriacombe (APK) & Dr V Jarbandhan (APK)

MODERATOR: Dr D Nel (APK)

EXTERNAL EXAMINER: Prof M van Heerden (UNISA)

THIS PAPER CONSISTS OF: (3) pages

Instructions to students:

1. Write the number of each question answered clearly in the space provided on the cover of the examination answer book.
 2. Begin each answer on a new page.
 3. Begin each section in a separate answer book (Section A and B must be written in separate answer books).
 4. Number your answers exactly as the questions are numbered.
 5. The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.
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SECTION A: PUBLIC HUMAN RESOURCE MANAGEMENT (Ms Y Bernhardt & Prof W Van Wyk)

Answer any TWO (2) questions in Section A

QUESTION 1 – (25 Marks)

In an essay, critically discuss the management of employee performance problems with reference to:

- Performance problems management in South Africa.
- Solving performance problems.
- Employee performance problems.

QUESTION 2 – (25 Marks)

Describe and analyse the processes, preparatory procedures and the different types of interviews that inform the selection process in public human resource management.

QUESTION 3 – (25 Marks)

Explain how a probation and orientation programme can assist new employees to get acquainted with their jobs and to eventually become high performers in their respective jobs.

SECTION B: PUBLIC ORGANISATIONAL DEVELOPMENT AND MANAGEMENT (Ms Y Bernhardt & Dr DE Uwizeyimana)

Answer any TWO (2) questions in Section B.

QUESTION 4 – (25 Marks)

Evaluate the interdependent system of governance in South Africa with specific reference to the organisation of functions on national, provincial, and municipal levels.

QUESTION 5 – (25 Marks)

Analyse organisational development with specific reference to:

- Significance of organisational dynamics in public sector settings.
- Impact of behaviour on the nature of organisational dynamics.

QUESTION 6 – (25 Marks)

Analyse conflict as a natural dynamic in the organisation with specific reference to the different types of organisational conflict.

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