



## **SSA EXAMINATION**

**PROGRAM** : **SPORT MANAGEMENT HONOURS**  
**MODULE NAME** : **HUMAN RESOURCE MANAGEMENT IN SPORT**  
**MODULE CODE** : **HMS 8X13 / SPB 09X7**  
**DATE** : **JANUARY 2017**  
**DURATION** : **THREE (3) HOURS**  
**TOTAL MARKS** : **150 MARKS**

---

**EXAMINER** : **PROF. WIM HOLLANDER**  
**MODERATOR** : **DR. PAM SERRA (TUT)**  
**NUMBER OF PAGES** : **TWO (2) PAGES**

---

### **INSTRUCTIONS TO CANDIDATES:**

**MAKE SURE THAT YOU HAVE THE COMPLETE PAPER.**

**ANSWER ALL THE QUESTIONS.**

---

**QUESTION 1 (30 MARKS)**

You are requested by the local Virgin Active Gymnasium to guide them on human resources management. You have decided to initially do a presentation on what human resources management entails. Discuss how you would do the presentation by referring to the content using practical examples from their environment.

**QUESTION 2 (30 MARKS)**

The professionalization of sport has changed the financial playing field of sport organizations with regards to athlete compensation. Discuss this statement by referring to possible compensation packages, strategies that could be considered, models for the design of compensation systems, emerging pay systems and possible employee benefits that could be utilized.

**QUESTION 3 (30 MARKS)**

Professional athletes are seen as employees of the Sport Federation that contracted them. Discuss this statement by referring to the Labour Relations Act (no. 66 of 1995) providing background on the act and possible ways to resolve disputes when necessary.

**QUESTION 4 (30 MARKS)**

You are appointed as the coach of a National sports team. Discuss how you would utilize the leadership theories of McGregor, Hersey and Blanchard to develop and implement a leadership style as an effective and efficient coach.

**QUESTION 5 (30 MARKS)**

One of the imperatives of a sport manager is to manage diversity in the business environment. Discuss how you would go about implementing the model of Miller and Katz (2002) for inclusion and breakthrough as an organizational strategy towards diversity.

**TOTAL: 150 MARKS**