



NOVEMBER EXAMINATION

PROGRAM : **SPORT MANAGEMENT HONOURS**
MODULE NAME : **HUMAN RESOURCE MANAGEMENT IN SPORT**
MODULE CODE : **HMS 8X13 / SPB 09X7**
DATE : **NOVEMBER 2016**
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 to do an induction programme for the newly appointed sport scientists in a Virgin Active gymnasium. Discuss by using examples how you would go about it by referring to the planning, design, implementation and evaluation of the induction programme.

QUESTION 2 (30 MARKS)

You are assigned to enhance the level of motivation of employees in the National Department of Sport. You decided to use elements of the expectancies theories of Vroom, Porter and Lawler to base your motivation approach on. Discuss and explain how you would use these theories.

QUESTION 3 (30 MARKS)

One of your employees has a dispute with your organization. Discuss the various forums that you as manager could use according to the Labour Relations Act (no. 66 of 1995) in order to resolve the dispute. Firstly, provide background on the purpose and scope of the act and then explain the specific forums that you could utilize.

QUESTION 4 (30 MARKS)

It is sometimes difficult to implement a performance management process in professional sport. Debate this statement by referring to the purpose of performance management, the conditions conducive for the implementation of such a process, and the components of a performance management process.

QUESTION 5 (30 MARKS)

You are appointed as the Human Resources Manager for the 2018 Commonwealth Games that will take place in Gold Coast, Australia. Your job is amongst others to do the workforce/talent planning and selection of employees for this event. Discuss how you would go about doing this.

TOTAL: 150 MARKS