



FACULTY OF MANAGEMENT
JULY SUPPLEMENTARY EXAM 2017

DEPARTMENT **INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT**

MODULE **SPORT MANAGEMENT 2A: SUPPLEMENTARY EXAM**

CODE **STM22A2**

DATE **JULY 2017**

DURATION **2 HOURS**

TOTAL MARKS **80**

EXAMINER **MR. RONNIE MOHOLANE**

MODERATOR **MR. PRANESCHEN. GOVENDER**

NUMBER OF PAGES **FOUR (5)**

INSTRUCTIONS TO CANDIDATES:

- Please answer all the following questions.
 - Question papers must be handed in.
 - This is a closed book assessment.
 - Read the questions carefully and answer only what is asked.
 - Number your answers clearly.
 - Write neatly and legibly.
 - Structure your answers by using appropriate headings and sub-headings.
 - The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.
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QUESTION 1 (20 MARKS)**RECRUITMENT: SELECTION**

READ THE CASE STUDY BELOW AND ANSWER THE QUESTIONS THAT FOLLOW:

Selection tests are used to measure a wide variety of characteristics during the selection process. This is very important since it can save the organisation money which would have been wasted had they made the wrong selection. Candidate-1 applied for a Recruitment Officer job at Company-A. In the selection process, he was asked to complete a selection test to intended to assess his capabilities in fulfilling the role of a recruitment officer. The questions in the selection test, 'Ability Test', were about factors such as gender, family size, political affiliations and hobbies.

- 1.1 Define selection. (3)
- 1.2 Explain two (2) benefits of an effective orientation programme. (4)
- 1.3 Name four (4) of the things that should be included in the resume /CV. (4)
- 1.4 Is Ability Test job-related? (1)
Justify your answer using examples from the case study (2)
- 1.5 Is Ability Test reliable? (1)
Justify your answer using examples from the case study (2)
- 1.6 Is Ability Test valid? (1)
Justify your answer using examples from the case study (2)

QUESTION 2 (20 MARKS)

The performance management process includes planning, and how people will be managed, whereas performance appraisal involves rating an employee's performance.

2.1 Define performance management (1)

2.2 Explain three (3) main differences between the performance management process, and performance appraisal. (9)

2.3 Explain five (5) types of performance appraisals problems. (10)

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QUESTION 3 (20 MARKS)

INDICATE WHETHER THE FOLLOWING STATEMENTS ARE TRUE OR FALSE.

3.1 Performance appraisal is only used to decide the salary increase to be offered to employees. (2)

3.2 HIV / Aids, which is part of the socio-cultural environment, is one of the factors from within the organisation that affect the way employees are managed. (2)

3.3 The objective of workforce planning is to find the right number and types of people available, at the right time, to perform the work needed to achieve the goals of the organisation. (2)

3.4 Some of the ways that could be used to fit the person with the job include re-engineering and job enrichment. (2)

3.5 In the job analysis process, employees should not be involved as they may overstate the duties to make the job to attract a higher salary. (2)

3.6 Responsibility for HR planning belongs to the organisation's HR Department only. (2)

3.7 Former employees are an example of one of the internal sources of recruitment. (2)

3.8 Psychological testing as a selection tool is not allowed in South Africa unless the organisation can prove that the test is valid and reliable. (2)

3.9 Employee training is task-oriented and concerned with the gaining of skills and improving work performance. (2)

3.10 The skills development Levies Act (No. 9 of 1999) is the only legislation in South Africa that regulates that training that takes place in organisations. (2)

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QUESTION 4 (20 MARKS)

HUMAN RESOURCE PLANNING:

STUDY THE CASE STUDY BELOW AND THEN ANSWER ALL THE QUESTIONS THAT FOLLOW.

Effective HR planning means matching the internal and external supply of people with the demand that is expected over a certain period of time. As part of Furniture Store-1 strategic plan, a consideration is being made to expand operations by purchasing three

additional delivery trucks over a period of six months, but that has not been finalised. Each delivery truck is usually operated by the driver, the driver-assistant and loaders.

4.1 HR activities must fit into the strategic planning of the organisation. Discuss the statement. (3)

4.2 Discuss four (4) of the purposes of HR planning. (4)

4.3 Describe the HR planning process (4)

4.4 Using examples from the case study, name the three things that should be included in Furniture Store-1 HR plan (9)

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Total: [80]