



**FACULTY OF MANAGEMENT**  
**DEPARTMENT OF PUBLIC MANAGEMENT AND GOVERNANCE**  
**FINAL MAY/ JUNE SUMMATIVE ASSESSMENT**

**PROGRAMME:** BA HONOURS PUBLIC MANAGEMENT AND GOVERNANCE

**MODULE:** ADVANCED PUBLIC HUMAN RESOURCE MANAGEMENT

**CODE:** PMG8X04

**DURATION:** 3 HOURS

**MARKS:** 100

**DATE OF EXAM:** 24 MAY 2017

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**EXAMINER(S):** Dr DB Jarbandhan (APK)

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

**EXTERNAL EXAMINER:** Prof SB Kahn (UNISA)

**THIS QUESTION PAPER CONSISTS OF:** 2 pages

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**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 on a separate answer sheet.
  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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**Answer any four of the following questions.**

**QUESTION 1 - (25 marks)**

In a well-balanced **essay** outline, with the aid of suitable examples, the steps that must be followed in the performance appraisal process.

**QUESTION 2 - (25 marks)**

Critically evaluate the process and rationale for considering public sector human resource management as an integrated process.

**QUESTION 3 – (25 marks)**

*“Affirmative action is a temporary intervention designed to achieve employment opportunity without lowering standards and without unduly trammeling the career aspirations or expectations of current organisational members who are competent in their jobs” (Human 1993:3)*

In light of the above quotation, discuss the concepts of *affirmative action, equality of opportunity and reverse discrimination*. Your essay must also include the legislation that underlie affirmative action in the South African South African public service.

**QUESTION 4 – (25 marks)**

Discuss with the aid of suitable examples the key career choice theories that influence how individuals choose their careers in the public service.

**QUESTION 5 – (25 marks)**

Critically analyse the steps that are involved in the workforce planning process.

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