



UNIVERSITY
OF
JOHANNESBURG

COLLEGE OF BUSINESS AND ECONOMICS

DEPARTMENT OF INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT

<u>MODULE</u>	:	Human Resource Management 1B
<u>CODE</u>	:	MHB1B01/HRM21B1 = DFC
<u>DATE</u>	:	January 2018 Supplementary Exam
<u>DURATION</u>	:	2 HOURS
<u>TIME</u>	:	
<u>TOTAL MARKS</u>	:	100

<u>EXAMINER</u>	:	Dr C Mabaso Mr X Knight Mrs D Rangwanasha
<u>MODERATOR</u>	:	Mr M Magau
<u>NUMBER OF PAGES</u>	:	3 PAGES

INSTRUCTIONS TO CANDIDATES:

- Question papers must be handed in.
- This is an open/closed book assessment.
- Read the questions carefully and answer only what is asked.
- Number your answers clearly.
- Write neatly and legibly
- The general University of Johannesburg policies, procedures and rules pertaining to written assessments apply to this assessment.

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SECTION A

[30]

QUESTION 1

- 1.1. Discuss the Evaluation of Human Relations Theory by using the importance of the Hawthorne experiments. **[10]**
- 1.2. Differentiate between Decentralization and Centralization. **[5]**
- 1.3. Distinguish five types of organisational structures commonly found in organisations. **[10]**
- 1.4. Critically analyse the importance of learning HRM theories. **[5]**

SECTION B

[70]

QUESTION 1

Discuss training and development methods for employees that are already on the job. **[10]**

QUESTION 2

- 2.1 Distinguish between the following:
- 2.1.1 Career management **[2]**
- 2.1.2 Career planning **[2]**
- 2.1.3 Career development **[2]**

QUESTION 3

Discuss four sources of power available to leaders. **[8]**

QUESTION 4

- 4.1 Critically discuss five rating errors in performance management. **[10]**

- 4.2 Distinguish various types of performance management methods. [10]

QUESTION 5

There is high absenteeism rate within your unit. This has resulted in poor service delivery. This unit has identify the problem and seeks to develop a policy that will address absenteeism. You are required to assist this unit by advising them on the steps involved in policy development. [18]

QUESTION 6

- 6.1 Discuss consequences of occupational stress. [6]
6.2 List at least two possible lifestyle causes of burnout. [2]