



## **NOVEMBER EXAMINATION**

**PROGRAM** : **SPORT MANAGEMENT HONOURS**  
**MODULE NAME** : **HUMAN RESOURCE MANAGEMENT IN SPORT**  
**MODULE CODE** : **SPB09X7 / HMS8X13**  
**DATE** : **16 NOVEMBER 2017**  
**DURATION** : **THREE (3) HOURS**  
**TOTAL MARKS** : **150 MARKS**

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

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### **INSTRUCTIONS TO CANDIDATES:**

**MAKE SURE THAT YOU HAVE THE COMPLETE PAPER.**  
**ANSWER ALL THE QUESTIONS.**

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**QUESTION 1 (30 MARKS)**

The Human Resources (HR) environment in sport has changed over time and is currently experiencing a variety of challenges. Name, discuss and provide sport related examples for each challenge discussed.

**QUESTION 2 (30 MARKS)**

You are required by the coach of a professional sports team to develop a plan to recruit players for the team. His request is that the plan should support the team in being highly competitive over a period of at least ten years. Explain how you would go about doing the planning and recruitment of the players.

**QUESTION 3 (30 MARKS)**

You are requested to draw up a motivational plan for the members working at a private recreational center in Cape Town. You chose to make use of the Expectancy Theory of Porter and Lawler to guide you in the development of such a plan. Provide the elements of the Theory of Porter and Lawler and describe how you will go about to structure the plan.

**QUESTION 4 (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.

**QUESTION 5 (30 MARKS)**

The staff of the gymnasium that you manage have a dispute with the organisation. Debate the various legal forums that you as manager could use to resolve the dispute. Make use of examples to illustrate the value of these forums.

**TOTAL: 150 MARKS**