



**COLLEGE OF BUSINESS AND ECONOMICS**

## **SUPPLEMENTARY EXAMINATION 2018**

<b><u>DEPARTMENT</u></b>	INDUSTRIAL PSYCHOLOGY AND PEOPLE MANAGEMENT
<b><u>MODULE NAME</u></b>	HUMAN RESOURCE MANAGEMENT 3B
<b><u>MODULE CODE</u></b>	HRM23B3/MHB3B01
<b><u>DURATION</u></b>	3 HOURS
<b><u>TOTAL MARKS</u></b>	100

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<b><u>EXAMINER</u></b>	MRS RENJINI JOSEPH
<b><u>EXTERNAL MODERATOR</u></b>	MR MOCHABO MOERANE

**GOOD LUCK!**

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### **INSTRUCTIONS TO CANDIDATES:**

- 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.

**Cont .....**

This paper consists of six (6) questions.

Please answer ANY TWO. A question counts 50 marks.

Clearly indicate the question number before answering the question.

### **QUESTION 1: THE STRATEGIC ROLE OF HUMAN RESOURCE MANAGEMENT**

Discuss the design of a Human Resource Management strategy in the form of an essay.

**(50)**

### **QUESTION 2: TALENT MANAGEMENT**

Discuss the leading practices of talent management under the following headings:

- a. Adopting the right pitch with regard to talent management.
- b. Establishing a convincing business case with strategic talent management in the organisation owned by all stakeholders.

**(50)**

### **QUESTION 3: CHANGE MANAGEMENT**

In the form of an essay, describe the various barriers to organisational change and the steps that may be taken to overcome these barriers.

**(50)**

### **QUESTION 4: LEADERSHIP**

Compose an essay on the various models of leadership, differentiating among individual, group and organisational models.

**(50)**

### **QUESTION 5: THE IMPACT OF THE ELECTRONIC ERA ON HRM**

Discuss the practical application of electronic-HR (e-HR) in recruitment within an organisation, describing e-HR, the advantages and disadvantages of e-HR and the e-recruitment and selection process, and the benefits thereof.

**(50)**

### **QUESTION 6: THE IMPORTANCE OF ETHICS**

Through an essay, discuss the ethical dimensions of a strategic HRM paradigm, examining the problem of dual loyalties, HR professional codes of conduct and the role of the HR professional in an integrity-based approach to strategic business partnership.

**(50)**

**[GRAND TOTAL: 100]**

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