



**COLLEGE OF BUSINESS AND ECONOMICS**

## **NORMAL 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.

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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**

You have recently taken a job in the HR function of an organisation. Your manager has tasked you with the challenge of ensuring your team fulfils a strategic role in the organisation. Discuss the strategic role of HRM covering the following aspects of SHRM:

- a. The basic principles of SHRM.
- b. Benefits from implementing SHRM.
- c. Relationship between strategic management and SHRM.

**(50)**

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

Through an essay, indicate how one could go about building a talent management landscape.

**(50)**

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

Use the SOC framework to explain change implementation in an organisation.

**(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 how organisations must practise e-HRM, taking into account at least four (4) HRM functions that can be handled electronically.

**(50)**

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

Write an essay on how you would apply the five ethical decision-making frameworks (Utilitarianism, Kantian Duty, Justice, Entitlement Theory and Moral Rights) to the various activities in HRM, if you were an HR professional in an organisation.

**(50)**

**[GRAND TOTAL: 100]**

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