



FACULTY/COLLEGE	College of Business and Economics
SCHOOL	School of Public Management, Governance and Public Policy
DEPARTMENT	Public Management and Governance
CAMPUS(ES)	APK
MODULE NAME	Advanced Public Human Resource Management
MODULE CODE	PMG8x04
SEMESTER	First
ASSESSMENT OPPORTUNITY, MONTH AND YEAR	Final Summative Assessment Opportunity (FSAO) June 2019

ASSESSMENT DATE		SESSION	
ASSESSOR(S)	Prof Vain Jarbandhan		
MODERATOR(S)	Prof L van Jaarsveld (UNISA)		
DURATION	3 hours (180 min)	TOTAL MARKS	100

NUMBER OF PAGES OF QUESTION PAPER (Including cover page)	2
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INFORMATION/INSTRUCTIONS:

- This is a closed-book assessment.
- There are 5 questions. (In total you must answer 4 questions)
- Answer each question in a separate book.
- Read the questions carefully and answer only what is required.
- Number your answers clearly and correctly as per the question paper.
- Write neatly and legibly on both sides of the paper in the answer book, starting on the first page.

QUESTION 1

[25 MARKS]

In an essay, critically discuss the link between talent management and recruitment in the South African public service. Your essay must also include the steps in the recruitment process.

QUESTION 2

[25 MARKS]

In an essay discuss the legislative and policy framework for affirmative action in the South African public service.

QUESTION 3

[25 MARKS]

“The development of public-sector capacity, specifically, that of human resources, is a central part of the process of transforming government. A strategic framework would promote comprehensive mobilization, utilization, integration, training and development of human resources in the public service, at the national, provincial and local levels” (Twelfth Meeting of Experts on the United Nations Programme in Public Administration 1995).

In light of the above quotation, outline with the aid of suitable examples the distinct phases of the strategic human resource management process. Your essay must also distinguish between the stability and evolutionary strategy for strategic human resource management.

QUESTION 4

[25 MARKS]

With the aid of suitable examples, discuss the steps that are involved in the performance appraisal system in the South African public service.

QUESTION 5

[25 MARKS]

“As the biggest employer in the country, the role of the South African public service in developing, motivating and retaining its employees is critical to the effectiveness of the state, as the executive authority of the state, is dependent on its employees’ skills, competencies, commitment and attributes to successfully achieve its service delivery mandate” (Vermeulen 2015).

Given the above quotation distinguish with suitable examples, the major career choice theories that inform the context and choice of careers.

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