



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	Supplementary Summative Assessment Opportunity (SSAO) 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
---	---

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]

Discuss the stages in the recruitment process and outline the actions within each stage.

QUESTION 2

[25 MARKS]

In an essay critically discuss the following aspects related to affirmative action:

- Equality and affirmative action
- Reverse discrimination, and,
- The nature of affirmative action

QUESTION 3

[25 MARKS]

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 the evolutionary strategy to support the strategic intent of the public service.

QUESTION 4

[25 MARKS]

Discuss the steps that are involved in procedurally fair retrenchments in the public service.

QUESTION 5

[25 MARKS]

Critically discuss the common problems associated with performance appraisal and the management thereof in the public service.

XXXXX
