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| <b>FACULTY/COLLEGE</b>                        | College of Business and Economics                                      |
| <b>SCHOOL</b>                                 | School of Economics  |
| <b>DEPARTMENT</b>                             | Industrial Psychology and People Management                            |
| <b>CAMPUS</b>                                 | SWC  |
| <b>MODULE NAME</b>                            | Human Resources Management 1B  |
| <b>MODULE CODE</b>                            | HRMOY1B / BPB1B00  |
| <b>SEMESTER</b>                               | Second   |
| <b>ASSESSMENT OPPORTUNITY, MONTH AND YEAR</b> | FSAO – Final Summative Assessment Opportunity<br>October/November 2019 |

|                        |                   |                    |    |
|------------------------|-------------------|--------------------|----|
| <b>ASSESSMENT DATE</b> | 13 November 2019  | <b>SESSION</b>     |    |
| <b>ASSESSOR(S)</b>     | Mrs M.E Mokhethi  |                    |    |
| <b>MODERATOR(S)</b>    | Mr W De Beer      |                    |    |
| <b>DURATION</b>        | 2 hours (120 min) | <b>TOTAL MARKS</b> | 80 |

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|---|---|
| <b>NUMBER OF PAGES OF QUESTION PAPER (Including cover page)</b> | 3 |
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**INFORMATION/INSTRUCTIONS:**

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- This is a closed-book assessment.
  - There are 6 questions. You are required to answer **ALL** the questions.
  - 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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**QUESTION 1**

**[14 MARKS]**

The reality is that people need to know how they are doing so that they can improve, develop and succeed in order for them to achieve the short- and long-term goals of that may be individual or organisational.

1.1. Keeping the above statement in mind, you are required to define performance management and outline the benefits of performance management. [5]

1.2. Outline and explain what performance appraisals are used for and identify and discuss who are the parties responsible for conducting the performance appraisal [6]

1.3. Briefly explain the following problems in performance appraisal: personal bias, halo effect, recent behavior bias [3]

**QUESTION 2**

**[18 MARKS]**

2.1. Explain the traditional view of a career [6]

2.2. Explain what is meant by a protean career [4]

2.3. Outline two theories of career choice [2]

2.4. Discuss the process manager's use when conducting career discussions with employees [3]

2.5. Outline 3 career issues [3]

**QUESTION 3**

**[13 MARKS]**

3.1. Identify and discuss two (2) main types of compensation and provide an example for each type. [4]

3.2. Compare the contrast 'internal' and 'external' equity. [4]

3.3. Identify five (5) different approaches to compensation based on performance. [5]

**QUESTION 4**

**[17 MARKS]**

4.1. Briefly discuss five activities that can be used to promote safety in the workplace. [5]

4.2. Outline five steps safety engineers can use to design a safe workplace. [5]

4.3. Mention five possible causes of stress in the workplace. [5]

4.4. Discuss two main sources of stress in terms of personal factors. [2]

## **QUESTION 5**

**[18 MARKS]**

Constant changes and improvement in global technology, global competition, global and local political changes, and the era of the 4th industrial revolution have an impact on every organisation's business strategy. This affects not only the businesses but also the country at large. In order for us to keep up with the rest of the world while dealing with and addressing the issue of unemployment, we need to train and retrain our people consistently.

5.1. Discuss the meaning of employment relationships in the context of a tripartite relationship. [5]

5.2. Discuss trade union and employer organisation in the context of collective bargaining. [5]

5.3. Outline the three levels of collective bargaining. [3]

5.4. Define dispute and outline two types of disputes. [5]