



FACULTY/COLLEGE	College of Business and Economics
SCHOOL	Johannesburg Business School
DEPARTMENT	Industrial Psychology and People Management
CAMPUS(ES)	SWC
MODULE NAME	Human Resource Management 2B
MODULE CODE	BPB22B2/ HRM02B2
SEMESTER	Second
ASSESSMENT OPPORTUNITY, MONTH AND YEAR	SSAO – Supplementary Summative Assessment Opportunity January 2020

ASSESSMENT DATE	January 2020	SESSION	
ASSESSOR(S)	Mrs. D. Mogoai		
MODERATOR(S)	Mrs. M.E. Mokhethi		
DURATION	2 Hour (120 min)	TOTAL MARKS	100

NUMBER OF PAGES OF QUESTION PAPER (Including cover page)	4
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INFORMATION/INSTRUCTIONS:

- This assessment consist of **4 questions**, you are expected to answer **all 4 questions**.
- This is a closed-book assessment.
- Question papers must be handed in
- 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.
- The general University of Johannesburg policies procedures and rules pertaining to written assessments apply to this assessment

QUESTION 1

[30 MARKS]

- 1.1. There are basic factors in determining pay rates such as legal considerations in compensation which states that there are various laws and **Acts** in South Africa that needs to be considered when compensating and rewarding employees. Discuss the following Acts:
- 1.1.1 The Basic Conditions of Employment Act **[5]**
- 1.1.2 The Unemployment Insurance Act **[5]**
- 1.1.3 The Skills Development Act **[5]**
- 1.2 The process of establishing pay rates consists of **five steps**. Describe these steps. **[5]**
- 1.3 The company Marula Inc, is a retail company and has executives as well as managers working in it. When pricing managerial and professional jobs, **compensating these top executives and managers has four main elements**.
- 1.3.1 Critically discuss these four elements. **[4]**
- 1.4 For top executive jobs, such as CEO, there are three main factors that determines executive pay. Explain these three factors. **[3]**
- 1.5. In benefits and services, there is **Family-friendly (work/life) benefits**. This explains that the number of South Africans who have never married is rising and the newer 'work/life benefits' terminology recognize the need to improve all employees' work/life situations not just those with families. These include Subsidised child care; Childcare benefits and Elder care.
- 1.5.1 Describe all three of these benefits **[3]**

QUESTION 2

[25 MARKS]

2.1 The importance of health and safety is that in safety and health, continuous improvement involves seeking better ways to work, by measuring performance and reporting against set targets.

2.1.1 Describe what these safety performance measurements can be. **[5]**

2.2 Discuss the following:

2.2.1 General duties regarding the use of articles **[2]**

2.2.2 General duties regarding the use of substances at work **[3]**

2.2.3 General duties and tasks of the worker **[7]**

2.3 Implementing and managing workplace safety structure has **Health and safety representatives** who are defined as the full-time workers nominated or elected and designed in writing by the employer after the employer and the workers have consulted one another and reached an agreement. **There are six duties that the representatives are entitled to do.**

2.3.1 Name and discuss four of these duties **[8]**

QUESTION 3

[25 MARKS]

3.1 Dintle Staffing is a Recruitment and Selection Agency company. Before its existence, organisational design occurred.

3.1.1 Discuss the purpose of Organisational Design. **[4]**

3.2. Define Job Design. **[1]**

3.3. What will be the best Job Design in an organisation? **[3]**

3.4. Describe Work Simplification. **[7]**

3.5. Differentiate between aspects of Job Range and Job Depth. **[3]**

3.6. Specialisation is part of job dimensions and it assesses the degree to which the job is highly specialised by measuring two dimensions. Name and explain these two dimensions for measuring specialisation. **[4]**

3.7. Explain Job Enrichment in the workplace. **[3]**

QUESTION 4 **[20 MARKS]**

4.1 There are techniques for appraising performance.

4.1.1 Explain four reasons why performance is appraised. **[4]**

4.1.2 Discuss realistic appraisals. **[2]**

4.1.3 What is the supervisor's role in appraising performance? **[2]**

4.1.4 Evaluate and administer at least four performance appraisal methods. **[8]**

4.2 There can be problems when dealing with performance appraisal. Name these problems **[4]**

TOTAL: 100 MARKS