



<b>FACULTY/COLLEGE</b>	College of Business and Economics
<b>SCHOOL</b>	School of Public Management, Governance and Public Policy
<b>DEPARTMENT</b>	Public Management and Governance
<b>CAMPUS(ES)</b>	APK
<b>MODULE NAME</b>	Public Human Resource Management
<b>MODULE CODE</b>	PMG 3B21/ PMG 3BB3/ PGM 3B21
<b>SEMESTER</b>	Second
<b>ASSESSMENT OPPORTUNITY, MONTH AND YEAR</b>	Final Summative Assessment Opportunity (FSAO) November 2019

<b>ASSESSMENT DATE</b>		<b>SESSION</b>	
<b>ASSESSOR(S)</b>	Prof S Vyas-Doorgapersad		
<b>MODERATOR(S)</b>	Prof Liza van Jaarsveld (UNISA)		
<b>DURATION</b>	3 hours (180 min)	<b>TOTAL MARKS</b>	100

<b>NUMBER OF PAGES OF QUESTION PAPER (Including cover page)</b>	2
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**INFORMATION/INSTRUCTIONS:**

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- 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.
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**QUESTION 1**

**[25 MARKS]**

In a well-balanced essay distinguish between the concepts of probation and orientation. Thereafter outline the approaches to the orientation process.

**QUESTION 2**

**[25 MARKS]**

Explain the concept of retention as related to public sector human resource management and then provide reasons for staff turnover in public organisations.

**QUESTION 3**

**[25 MARKS]**

Explain the stages of training and development within the public sector.

**QUESTION 4**

**[25 MARKS]**

Clearly distinguish between the terms performance management and performance appraisal, and thereafter discuss the steps in the performance management system.

**QUESTION 5**

**[25 MARKS]**

In a comprehensive essay, identify and discuss the stages in the selection process.

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