



**AFRICA
UNIVERSITY**

*(A United Methodist-Related Institution)
"Investing in Africa's Future"*

COLLEGE OF BUSINESS, PEACE, LEADERSHIP AND GOVERNANCE

COURSE TITLE: MPM 108 PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT

LECTURER: MUSHAMBI T.F

INSTRUCTIONS

- 1. You are required to select and answer any 5 questions.**
- 2. Conceptual models and frameworks will earn you marks**
- 3. Each question carries 20 marks**

1. The 'soft' version of HRM, focuses on treating employees as valued assets, and a source of competitive advantage whilst the 'Hard' model of HRM stresses the need of employees being treated as just another asset within the organisation. Discuss fully, the Soft and Hard models of HRM. (20 marks)
2. What is performance management and why is it important to the achievement of an organisation's goals. (20 marks)
3. Explain in detail four major challenges faced by Public Sector Organisations in your country and recommendations for solving them? (20 marks)
4. a) What is job design? (5marks)
b) Giving examples explain three job design methods and the benefits that accrue to employee when they are implemented? (15marks)
5. a) What is reward management ? (5marks)
b) What factors should an organization consider when coming up with a reward system? (15 marks)
6. a) Explain what employment relations is? (5 marks)
b) List the parties and explain the various roles that they play in employment relations? (15 marks)

END
