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NATIONAL UNIVERSITY OF LESOTHO
FACULTY OF LAW
PGD LABOUR LAW (CONCILIATION & ARBITRATION)
FINAL EXAMINATION
LPD 108 – HUMAN RESOURCE MANAGEMENT

MAY 2018

MARKS: 100

TIME: 3 HOURS

INSTRUCTIONS:

1. Answer **ALL** questions from Sections A.
2. Answer any **TWO (2)** questions from Section B.
3. All questions carry equal marks.

SECTION A: Answer ALL questions from this section.**QUESTION ONE**

Define and briefly explain the following terms as used in Human Resources:

- a) Succession Planning **5 Marks**
- b) Strategic Human Resources Management **5 Marks**
- c) Human Resources Planning **5 Marks**
- d) Human resources forecasting **5 Marks**
- e) Performance management **5 Marks**

[25 MARKS]

QUESTION TWO

Martin is a businessman who is not doing so well due to traditional methods that he has been using in his business. He recently met one of his friends who shared his business success story and now Martin is keen to use some of his friend's strategies and see what results it will yield. For some time Martin has been thinking of opening a fast food shop which will also provide Mpesa services, operate as an agent of LEC (selling electricity coupons) and also provide compu-ticket services. So Martin, based on his friend experience, decides to engage you as an HR Consultant to assist in setting up office.

Discuss the systems/processes you will use to assist Martin in ensuring that his business fits and competes in the marketplace.

[25 MARKS]

SECTION B: Answer any TWO (2) questions from this section

QUESTION THREE

(a) Discuss any three reasons for conducting job analysis in an organisation.

15 Marks

(b) Describe why human resources planning is such an important component in any business.

10 Marks

[25 MARKS]

QUESTION FOUR

Critically discuss the role of strategic human resource in modern day organisations and how it has benefited organisations that have embraced it.

[25 MARKS]

QUESTION FIVE

Critically evaluate at least three sources of stress common for employees in an organization.

[25 MARKS]

QUESTION SIX

Critically discuss the importance of training and development in an organisation and how it can positively enhance organisation's bottom-line.

[25 MARKS]