REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

MASTER OF PUBLIC ADMINISTRATION

ADVANCED PUBLIC SECTOR HUMAN RESOURCES MANAGEMENT

MPA 103

PART 1 SEMESTER 1 EXAMINATION

TOTAL MARKS   [100]

DATE: OCTOBER 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

Question 1
'The most important value in managing public sector HR is affirmative action.'
Discuss.   (25)

Question 2
Citing practical examples, explain the role played by the following in public
sector HRM:

(i). HR planning.   (5)
(ii). Job analysis.   (5)
(iii). Performance management.   (5)
(iv). Performance appraisals   (10)

Question 3
Examine the role of the Public Service Commission in Zimbabwe. (25)

Question 4
The Zimbabwe Manpower Development Fund should be disbanded. (25)

Question 5
Examine how you may improve the retirement package of public sector
personnel.   (25)

Question 6
With the aid of relevant examples, examine the impact of technological
advancement on public sector HR management.   (25)

END OF PAPER