REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

MASTER OF COMMERCE IN PUBLIC ADMINISTRATION

ADVANCED PUBLIC SECTOR HUMAN RESOURCES MANAGEMENT

MPA 103

PART 1 SEMESTER 1 EXAMINATION

TOTAL MARKS   [100]

DATE: APRIL 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
Using any public organisation of your choice, explain the benefits of ethics among public sector human resources. (25)

Question 2
As an HR manager of a public entity, discuss how you may improve employee diversity in the work place. (25)

Question 3
Citing relevant examples, examine the functions of performance management in any public sector organization of your choice. (25)

Question 4
With reference to the Zimbabwean public sector, discuss the barriers to policy implementation highlighting how they may be overcome through effective human capital development. (25)

Question 5
With the aid of relevant examples, discuss the impact of technological advancement on modern Public sector HR management in Zimbabwe. (25)

Question 6
Citing relevant examples, examine any 5 common causes of work place conflict in public sector highlighting how these may be resolved. (25)

END OF PAPER