

Uganda Martyrs University
School of Arts and Social Sciences
Department of Development Studies
Master of Arts in Development Studies (Distance Learning)
Year II, 2015/2016 Final Assessment
Module 7: Human Resource Management
Friday, 1st June 2016
Time: 10:00am-1:00pm

Instructions

1. Please read the instructions carefully before answering the questions.
 2. Read each question carefully and write legibly.
 3. All questions carry equal marks.
 4. Do not write anything on the question paper.
 5. Answer **THREE** questions only.
-

- 1 a) What is Job Analysis? (5marks)
b) What is the use of Job Analysis? (23marks)
2. a) Stress is said to be both psychological and Biological. What do you understand by that statement? (10marks)
b) Explain the personal and organizational ways of managing stress. (23marks)
3. a) Explain the three types of personalities. (15marks)
b) Using six personalities as examples, explain how they can affect organizational performance. (18marks)
4. A post has fallen vacant in an organization. How can that post be filled? (33marks)
5. Explain any three theories of motivation showing criticisms of each of the theories. (33marks)
6. What are both the internal and external factors used to determine pay levels. (33marks)