



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**14/16 AHMADU BELLO WAY, VICTORIA ISLAND, LAGOS**  
**SCHOOL OF MANAGEMENT SCIENCES**  
**MAY/JUNE 2012 EXAMINATION**

**CREDIT UNIT 2HRS**

COURSE CODE: MPA 871

COURSE TITLE: Public Personnel  
Management

TIME ALLOWED: 2HRS

**INSTRUCTIONS:**

Attempt any 3 Questions of your choice. Each question carries 23.3 marks. Present your answer legibly and logically using relevant examples.

1:(a) Define the term 'Retirement'.  
(b).Distinguish between retirement from other 'movement out' of the service.  
(c) Explain the causes that lead to retirement.  
(d)Identify types of retirements and programmes that the Nigerian government have instituted to benefit those in retirement.

2(a) Tenure and turnover are identical concept, kindly, clarify.  
(b) Identify the various forms of tenure.  
(c) Why do organizations experience high level labour turnover.  
(d) List and explain the methods of controlling turnover.

3(a)What is the significance of management development in any organization.  
(b)List the various methods used by organizations in their effort to develop its workforce.

4.(a)Define the term 'Personnel Management'.

(b) Write brief notes on its major functions in any organization.

5.(a)What do you understand by the term 'Human Resource Planning' .

(b) List all the processes involved in human resource planning in a public organization.