

**NATIONAL UNIVERSITY OF LESOTHO**  
**B.A SUPPLEMENTARY EXAMINATIONS**  
**PA360: HUMAN RESOURCE MANAGEMENT**

**JULY 2009**

**MARKS: 100**

**TIME: 3HRS**

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**INSTRUCTIONS:**

**Answer any four Questions**

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1. In a growing number of organizations, human resources are now viewed as a source of competitive advantage. Discuss.
2. To what extent do restructuring, reengineering and outsourcing threaten the future of human resource department?
3. Differentiate with relevant examples the “soft” and “hard” approaches to human resource management.
4. Examine the role of job analysis in human resource planning.
5. How important is worker-education to labour-management relations and economic and social planning?
6. Analyse the significance of merit principle in recruitment and selection processes?