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Centre for Open and Lifelong Learning

FEEDBACK TUTORIAL LETTER

2ND SEMESTER 2020

ASSIGNMENT 2

**INTERNATIONAL BUSINESS MANAGEMENT:
ANALYSIS**

(IBM422S)



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Feedback Tutorial Letter: Assignment two, Year 2020

Course Name: International Business Management: Analysis

Course Code: IBM422D

Department: Management Science

Compiled by: Tutor

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Introduction

The assignment was designed to test how students understand the topics covered in the assignment and familiarize themselves on how questions are set up and to know there after what is expected of them and to give the tutor an overall idea on what lack in student and to identify their weakness so that a further study help can be done. It is of the above reasons why such feedback tutorial letter is so helpful to student as it provides students with the idea on how to approach questions asked in the assignment and to help student to perform better for future assessments.

Design of the questions

Questions designed in such a flexible easy, short and clearly understandable way to students and students are expected to give precise answers to each question.

Questions were set up to test students in all areas of business environment, from theory to practical scenario of business, to test if the student have study the units given on the syllabus.

Elaboration of the Questions

Question one: This question focus on the Human Resources Management, and particularly on the Strategic Human Resources Management, strategic role. It requires to a student to explain the strategic roles of human resource management and just to compare the theory available in literature to the practical strategic role of the company of his/her choice that a student has come across with. The tricky here is that you need just to explain the strategic role of human resources management from the book, and just comment a bit on how these roles mentioned in the book look like compared to the strategic roles in your organisation that you a working, or to the role of any organisation you know.

Question 2: Here a student required to mention and explain in details the approaches to staffing and comment on their advantage and disadvantages.

Question 3: This question focus on the performance appraisal, why it is important, and also what problems does it has. In other word mention its advantage and disadvantages.

Problem encountered during marking

Question 1: some student has just define strategic human resource management.

Question 2; Most student here fail to detail explain the staffing policies with some provide little information than the marks allocated.

Question 3: this question has two parts to be answered, and if a student did not read the question he/she may end up missing one part, as some have failed to provide the problems of performance appraisal.

Recommendations

It is recommended that students need to read questions at least twice or three times to get an understanding of a question before starting to answer. Read through all questions before starting to answer any question. This may help you to know what answer to put at all questions as by starting to read a question and answering as you go, will result in you giving the same answers to some questions or will result in you misplacing right answers to the right question as some correct answers for the last question you may be mentioned them at the first question and time may not be with you in case of the exams or test, unlike the assignment where you may start afresh with time.

Conclusion

Always try to read a question as many times as you can, to figure out exactly what is required of you, and the marks always should be your indicators on how much information is needed.