FEEDBACK TUTORIAL LETTER

1st SEMESTER 2019

ASSESSMENT 2

FOR

Public Human Resources Management

PHR611S
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1. Introduction

Allow me, once more, this opportunity to congratulate you on your successful completion of the second assignment. Generally, I am more than pleased and encouraged by the extent of your commitment in the submitted work. For the majority of you, the effort you put into the assignment in question is quite commendable. I would thus like to urge you to maintain this positive attitude towards your studies till the examination period. At this point in time, you should have an idea of what the two assignment marks mean in terms of your examination in June 2019. In other words, you are now in a position to determine your semester mark, that is, the average mark from the two assignments, which should not be less than 40% to qualify for the examination. Finally, you are advised to do everything in your power to ensure that you end this semester on a positive note as far as your overall academic progress is concerned.

2. Assignment question

For your convenience, the second assignment question is repeated below.

*It is believed that motivated public sector employees can lead to increased productivity and allow the public sector to achieve higher levels of output.*

*By applying various theories of motivation, discuss how any public sector institution of your choice motivates its employees. Make use of practical examples to illustrate your answers. What would you recommend as far as motivation of public sector employees is concerned?*

3. Common errors

*A few common errors observed in this second assignment include the following:*

- Yet again, some papers did not relate the discussed motivation theories to any public sector institution by means of providing practical examples.
- Some papers referred to private sector entities instead of public sector ones.
- Absence of in-text citations in some papers. Again, you are strongly urged to cite sources used in the compilation of assignments.
• Linked to the above, some papers listed sources at the end of the paper which did not appear in the text.
• Minimal effort at proofreading in some papers.

4. Hints on the question

In addition to other relevant literature, you are encouraged to revise the unit that forms the basis of the asked question prior to providing your answers.

Like the first assignment question, this one also required you to provide practical examples based on any public sector institution of your choice. It was, therefore, expected of you to approach the question in a systematic manner, beginning with highlights of various motivation theories and finally illustrating how these (theories) are applied by the chosen institution.

Without any verifiable source, for example, an interview with an official from your institution of choice, your justifications would remain questionable. In other words, how do you know that such theories are actually applied?

Given the above, I hope and trust that you now realise that it all comes down to being resourceful when attempting questions of this nature.

At this point, the attention would now be on a few examination-related aspects.

5. Examination

In the first feedback tutorial letter, very pertinent issues were highlighted in relation to the examination. Hence, you are once again encouraged to pay attention to the items that are outlined below during your preparations:

• General introduction to public human resources management
• Strategic public human resource planning
• Recruitment of potential public sector employees
• Selection of potential public sector employees
• Motivation of public sector employees
• Training and development
• Compensation for public sector employees
• Management of employee relations
• Disciplining public sector employees

**NB:**
*You are advised to download the revision topics (from Moodle) shared at the COLL vacation school in April 2019. You would find them useful during your examination preparations!*

6. Conclusion

You are encouraged to devote a few extra minutes of your time to reflect on all the issues raised in both feedback tutorial letters. Further to this, you should try to make a concerted effort to cover as much ground as you possibly can during your examination preparations. In short, as mentioned in the first feedback tutorial letter, you should not neglect any unit or topic during your preparations. Let me end by wishing each and every one of you the very best for the upcoming 2019 June examinations.