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**Centre for Open and Lifelong Learning**

# **FEEDBACK TUTORIAL LETTER**

**1<sup>st</sup> SEMESTER 2020**

**ASSIGNMENT 1**

**Public Human Resource Management**  
**PHR611S**

## **Feedback Tutorial Letter**

**Subject: Public Human Resource Management (PHR611S)**

**23 June 2020**

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### **Overview**

Twelve (12) assignments were marked and overall the performance was above average. Of the 12 students, nine (9) scored 50% and above and three (3) scored less than 50%. The question had asked the students to making reference to a public sector institution that they are familiar with, and then analyze the recruitment process it uses during a recruitment process. The question was straight forward, however, many of the students did not refer to a specific institution' recruitment process, they instead simply repeated the recruitment process as provided in the study guide. Some students, did not attempt the second part of the question where they were asked to indicate whether this public sector institution's recruitment process is efficient or not. Basically, the group of students that mentioned a public sector institution, they simply mentioned it but used the recruitment process provided in the study guide, this is evidence enough that this group of students did not carry out an mini research.

Some students tried to outline the recruitment process, however, the process outlined needed to follow a chronological order. In some cases ideas were scattered, where instead of focusing one institution's recruitment process, students mentioned different institutions. Four of the twelve students showed a good understanding of the assignment question, whereby they did a mini-research on a specific institution's recruitment process as well as assess whether the process is efficient or not. For better understanding of the assignment question, students should check pages 37-53 (Unit 3) of the Study Guide for effective comprehension of the question.

### **Academic writing**

Some students did not use in-text citation, cited old sources and referencing in general was incoherent. This means that at most, the work showed a lack of credit being given to original authors and appears that the prescribed study guide was used as the main or only source. This require students to improve their academic writing skills. Taking into consideration the above observations, students are advised to consult and cite various sources. In addition, these sources should relevant and current. Also, students are encouraged to provide context to points made by using practical examples. It is suggested that students download APA guidelines and familiarize themselves on the correct way to

cite and reference. Students are advised to keep their similarity reports to below 25% so that they keep in line with NUST's plagiarism requirements.

### **Grammar and sections**

Some students' work showed a lack of editing and proof reading, thus producing work with elementary grammatical errors. Students should be encouraged to use proof reading software packages such as Grammarly and/or consult the Writing Unit if and when possible. Some students did not follow the sections as stipulated in the rubric. Therefore, students should use the rubric as far as possible as this practice will result in work that is logical with all components covered. Thus, allowing students to produce work that is of quality.

  
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Date: 23 June 2020