FEEDBACK TUTORIAL LETTER

1ST SEMESTER 2021

Assignment 1

Public Human Resource Management
PHR611S
Overview

Overall, fourteen (14) assignments were marked and overall the performance was below average in that of the 14 students, only 3 scored 50% and above. Out of the 14 students, four (4) scored zeros (0) due to plagiarism that stood at 60% and above similarity. A high similarity percentage that is not acceptable as per university guidelines. Seven (7) students failed to score a 50% mainly due to a high similarity report that resulted in certain points being deducted. The question read as follows: “Different public sector institutions have organisation specific training process and methods. By making reference to a public sector institution you are familiar with, analyse the training process and methods it uses in its training and development activities. In addition, indicate how this public sector institution determines whether the training process and methods are efficient or not. Motivate your answer with practical examples.”

The question was straightforward of which all the students referred to a training process of a public institution, However, this appeared to be a mere mention of the training programme rather than a thorough analysis of training process. The second part of the question asked the students to “...indicate how this public sector institution determines whether the training process and methods are efficient or not” of which the majority did not effectively the training needs analysis process that these institutions undertake. In this regard, students are encouraged to read questions carefully to be able to answer questions fully. Overall, the various assignment aspects were effectively addressed and students are encouraged to keep this level up.

Academic writing

Some students did not use in-text citation, cited old sources and referencing in general was in 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 20% so that they keep in line with NUST’s plagiarism requirements as well as to score maximum points without the risk of being docked some points. 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 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.

Date: 14 May 2021