



NATIONAL OPEN UNIVERSITY OF NIGERIA
PLOT 91, CADASTRAL ZONE, NNAMDI AZIKIWE EXPRESSWAY, JABI, ABUJA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF PUBLIC ADMINISTRATION
2020_1 EXAMINATION

COURSE CODE: PAD 371 **CREDIT UNIT: 3**

COURSE TITLE: PUBLIC PERSONNEL MANAGEMENT

TIME ALLOWED: 3 Hours

INSTRUCTIONS:

- 1. Attempt question Number one (1) and any other three (3).**
- 2. Question number 1 is compulsory and carries 25marks, while the other questions carry 15marks each**
- 3. Present all your points in coherent and orderly manner**

1. Attempt a historical exploration of Public Personnel Management and equally explain Adamolekun and Nicolson's position, that British personnel management was a "Force Labour Management". **25marks**

2. Post-independence personnel management in Nigeria took different shapes and dimensions. Elucidate. **15marks**

3. Define and explain any six (6) principles of Personnel Management. **15marks**

4. a) Attempt a conceptual definition of Performance Appraisal.
b) Outline and discuss any six (6) objectives of performance appraisal as enunciated by Oko (1998) and Obi (2004). **15marks**

5. Justify the assertion that ethics and values are necessary for performance appraisal in modern organisations. **15marks**

6. Write short notes on the following in relation to performance appraisal. **15marks**
 - a) The Graphic Rating Method
 - b) The Ranking Method
 - c) Force Choice Method
 - d) Paired Comparison Method
 - e) Peer Rating Method.