



NATIONAL OPEN UNIVERSITY OF NIGERIA
91 Cadastral Zone, University Village NnamdiAzikiwe Expressway Jabi, Abuja Nigeria.
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF PUBLIC ADMINISTRATION
2021_1 EXAMINATION

COURSE CODE: PAD354

CREDIT UNITS: 2 CU

COURSE TITLE: MANPOWER PLANNING AND ADMINISTRATION

TIME ALLOWED: 2 HOURS

Instructions: Answer Question One (1) COMPULSORY - 30 MARKS

And Two (2) Other Questions - 20 Marks each.

Questions

1. (a) Compare and contrast Abraham Maslow's hierarchy of needs with Clayton Alderfer's ERG Theory.

(b) Distinguish between the dissatisfiers and the motivators in Herzberg's motivation-hygiene theory and discuss how they reinforce each other.
2. The problem of manpower development in Nigeria is said to be rooted in the system of education that has evolved over the years. How would you reconcile these two processes within the framework of Nigeria's colonial and post-colonial experiences?
3. Explicate the importance of manpower planning in a modern organisation, including the series of activities involved in human resource planning enunciated by Wikstrom. Explain four (4) reasons why human resource is considered to be very complex. Identify and explain at least four (4) crucial steps in manpower planning.
4. Explain how manpower demand forecast and manpower supply forecast could be compared or reconciled using the L.T.O. formula and discuss the various possible outcomes of this reconciliation.