



**NATIONAL OPEN UNIVERSITY OF NIGERIA**  
**PLOT 91, CADASTRAL ZONE, NNAMDI AZIKIWE EXPRESS WAY, JABI**  
**FACULTY OF MANAGEMENT SCIENCES**  
**DEPARTMENT OF ADMINISTRATION**  
**2023\_2 EXAMINATIONS.....**

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**COURSE CODE: PAD 871**

**CREDIT UNITS: 2**

**COURSE TITLE: PUBLIC PERSONNEL MANAGEMENT**

**INSTRUCTION: 1. Indicate your Matriculation Number clearly**

**2. Attempt question one (1) and any other two (2) questions – three questions in all**

**3. Question one (1) is compulsory and carries 30 marks, while the other questions carry 20 marks each.**

**4. Present all your points in coherent and orderly Manner**

**TIME ALLOWED: 2½Hrs**

Q1a. Mention three (3) purposes of employee compensation programmes as propounded by Edwin Flippo (1984). (6 Marks)

Q1b. Mention three (3) purposes of employee compensation programmes as propounded by A.G. Cole (1997). (9 Marks)

Q1c. Discuss Factors in determining the general pay level (15 Marks)

Q2a. What is a Pay Ceiling? (10 Marks)

Q2b. Explain the Factor that determine Additional salary (10 Marks)

Q3a. Define Performance Appraisal (3 Marks)

Q3b. Briefly explain the Reasons for performance appraisal (17 Marks)

Q4a. What is In-service Training? (5 Marks)

Q4b. List and explain the forms and methods of in-service training as advocated by Stahl (15 Marks)