



**NATIONAL OPEN UNIVERSITY OF NIGERIA,
UNIVERSITY VILLAGE, PLOT 91 CADASTRAL ZONE NNAMDI AZIKIWE
EXPRESSWAY JABI, ABUJA NIGERIA
FACULTY OF MANAGEMENT SCIENCES
DEPARTMENT OF PUBLIC ADMINISTRATION
2024 1 EXAMINATION**

COURSE CODE: PAD 371
COURSE TITLE: PUBLIC PERSONNEL MANAGEMENT
CREDIT UNITS: 3
TIME ALLOWED: 3Hrs
INSTRUCTIONS:

- 1. Attempt four (4) questions in All, Question one (1) and any other three (3)**
- 2. Question number 1 is compulsory and carries 25 marks, while the other questions carry 15 marks each**
- 3. Present all your points in coherent and orderly manner**

Q1a What are the implications for managers that can be derived from our discussion of motivation theories? **(10 Marks)**

Q1b What are the four significant forms of motivation identified by Davis (1977) as achievement, affiliation, competence, and power, and how will we examine each of them individually? **(15 Marks)**

Q2a List the Objectives of Performance Appraisal. **(5 marks)**

Q2b What are the Ethics of Appraisal? **(10 marks)**

Q3a Define fringe benefit. **(5 marks)**

Q3b What are the Philosophy and principles underlying employee benefits? **(10 marks)**

Q4 Write shorts notes on the following: **(15 Marks)**

- a. Revising the standard**
- b. Correcting performance**
- c. Continuing unchanged**

Q5 What are the contributions of Abraham Maslow, the psychologist who developed the theory of human motivation and organized human needs into a hierarchical structure consisting of five categories? **(15 Marks)**