



NATIONAL OPEN UNIVERSITY OF NIGERIA
Plot 91, Cadastral Zone, Nnamdi Azikiwe Express Way, Jabi - Abuja
FACULTY OF MANAGEMENT SCIENCES
2020_1 EXAMINATION

COURSE CODE: MBA821

COURSE TITLE: PERSONNEL STAFF EVALUATION

CREDIT UNIT: 3

INSTRUCTION: 1. **Indicate your Matriculation Number clearly**
2. **Attempt question one (1) and any other three (3) questions; four questions in all**
3. **Question one (1) is compulsory and carries 25 marks, while the other questions carry 15 marks each.**
4. **Present all your points in a coherent and orderly Manner**

TIME ALLOWED: 2½ Hours

1. Explain with examples tests and guidelines for good personnel testing. **25 marks**

2. The internal and external environments of an organization affect its Human Resource Planning (HRP). In line with this briefly explain any five factors affecting an organization's HRP. **15 marks**

3. a. Why is Performance Appraisal Interview necessary in organizations? **10 marks**
b. Explain the difference between Rank-in- the job system and rank -in person system. **5 marks**

4. Describe in detail five methods of performance appraisal. **15 marks**
(**3 marks for each method up to 5 methods**)

5. a. Differentiate between recruitment and selection? **8 marks**
b. Make a case for the adoption of the participative management approach in Nigerian organizations. **7 marks**

6. Discuss the five factors influencing employee compensation plan. **15 marks.**