higher education & training

Department:
Higher Education and Training
REPUBLIC OF SOUTH AFRICA

N650**(E)**(N30)H
NOVEMBER EXAMINATION

NATIONAL CERTIFICATE

HUMAN RESOURCES MANAGEMENT: N6

(4090516)

30 November 2016 (X-Paper)
09:00–12:00

This question paper consists of 5 pages.

GENERAL STUDIES

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DEPARTMENT OF HIGHER EDUCATION AND TRAINING
REPUBLIC OF SOUTH AFRICA

NATIONAL CERTIFICATE
HUMAN RESOURCE MANAGEMENT: FARMING N6
TIME: 3 HOURS
MARKS: 200

INSTRUCTIONS AND INFORMATION

1. Answer ALL the questions.
2. Read ALL the questions carefully.
3. Number the answers according to the numbering system used in this question paper.
4. Write neatly and legibly.

GENERAL STUDIES

QUESTION 1: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

1.1 Identify and describe the unique characteristics of human resources on farms. (12)

1.2 What are the THREE aspects involved in human resource management in farming? (3 × 2) (6)

[18]

QUESTION 2: HUMAN RESOURCE PROVISION

2.1 State FIVE general advantages of farm work which can be used by the farmer to recruit suitable candidates. (10)

2.2 Give THREE methods that can be used during selection of the suitable candidates. (3 × 2) (6)

2.3 Write short notes on the following terms.

2.3.1 Task analysis and work specification

2.3.2 Recruitment

2.3.3 Selection

2.3.4 Placing

2.3.5 Induction

2.3.6 Initial training

(3 × 6) (18)

2.4 Too often, a farm worker is trained by watching others do the job.

What are the possible disadvantages of this method? (6)

2.5 Describe the difference between adults and children as learners. (6)

2.6 Name THREE approaches to leadership. (3 × 2) (6)

2.7 Which approach to leadership is the best in your opinion? Briefly support your answer. (3)

2.8 Give any THREE aims of training farm workers. (3 × 2) (6)

[61]

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QUESTION 3: MOTIVATION, COMPENSATION AND BENEFITS

3.1 State any 10 factors that determines attitude to work. (10 × 2) (20)

3.2 Write short notes on the following labour management theories that exist in a farm environment.

3.2.1 Traditional theory

3.2.2 Human relations theory

3.2.3 Human resource utilisation theory

(3 × 4) (12)

3.3 Any farm enterprise should have a clearly described remuneration policy. When formulating such a policy, certain aspects must be kept in mind.

Briefly outline any SIX of these aspects. (6 × 2) (12)

3.4 Discuss the disadvantages of time rates as a means to pay farm workers. (12)

3.5 Outline requirements that must be met or complied with before piece rates can be applied in a farm business. (10)

[66]

QUESTION 4: FARM LABOUR RELATIONS AND COLLECTIVE BARGAINING

4.1 Indicate whether the following statements are TRUE or FALSE. Choose the answer and write only 'true' or 'false' next to the question number 4.1.1–4.1.8 in the ANSWER BOOK

4.1.1 Common and conflicting interests between farmers and farm workers exist simultaneously.

4.1.2 Labour relation in farming is tripartite.

4.1.3 Normally, a farm worker may not work more than 48 hours per week.

4.1.4 Work on Sundays, meal intervals and overtime are not taken into account when calculating the weekly hours of work in a farm.

4.1.5 Farm workers are entitled to 14 days of continuous leave for every 12 months of continuous work.

4.1.6 A farm worker may not take sick leave and annual leave at the same time.

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4.1.7 Seasonal workers are entitled to a certificate of employment and the farmer is obliged to provide it.

4.1.8 By choice, a farm worker has the right to request his representative to assist him and to act on his behalf.

(8 × 2) (16)

4.2 Assume that you are the owner of Ramaite Mukosi Cattle Farm Ltd. You farm with cattle and market at the local abattoir. You are aware that the Farm and Cattle Union (FCU) is busy organising your farm workers. A regional representative of the union asks your permission to address your farm workers during the afternoon break at the cattle kraal. The trade union claims to already have the support of 35% of your farm workers and that they now want to make the final attempt to obtain sufficient support to enter into a recognition agreement.

What would be your respond? Motivate your answer. (5)

4.3 Give any TEN causes of grievances in a farm business (10)

4.4 The reduction of staff is an unpleasant and traumatic process for the farmer and especially for the farm worker.

Sate any SIX various alternatives farmers can use to avoid formal staff reductions? (6 × 2) (12)

4.5 'A labour relation is tripartite'.

Explain what is meant by this statement and also indicate the role of each party in farm labour relations. (12)

[55]

TOTAL: 200

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