



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

BACHELOR OF SCIENCE HONOURS DEGREE

LEVEL 4 SEMESTER 2

EXAMINATION QUESTION PAPER

MODULE CODE HRMH 422

MODULE NARRATION LABOUR PRODUCTIVITY

DATE

DURATION 3 HOURS

INSTRUCTIONS TO CANDIDATES:

Answer all questions in section A and any two questions in section B.

Section A carries 40 marks and each question in section B carries 30 marks.

Questions may be answered in any order.

Section A

Read the case below and answer the questions that follow

The economic crises experienced in South Africa have left companies vulnerable; however, they continue to maintain high levels of production to sustain a degree of competitiveness. For companies to ensure a high level of productivity, more hours are required, and they would need to invest in their human capital. According to Dolton (2017), in some countries, employees work on average 70% more hours per year than in other countries. Achieving these high production goals entails reaching production targets while ensuring that the levels of quality are at their best so that customers are satisfied with the outputs. However, reaching these production targets is not always possible due to the many factors that can impact the production rate. According to the basics conditions act of South Africa, an employee should not work more than 45 hours a week of standard hours and nine hours in any day, if the member of staff works for five days or fewer in a week (Labour Department, 2012). There has been an increase in the interest and studies generated on productivity in the workplace (Bröchner, 2017). This relationship can vary from sector to sector. Manufacturing organisations such as Sabertek have emphasized their production as this is the central context of the organisation and has a direct impact on their bottom line. There are various forms and levels of productivity which have different applications. The forms include the following: total factor productivity and labour productivity, industry-level Productivity, firm-level Productivity, and individual Productivity (Bröchner, 2017). The most common and frequently used type of productivity is labour productivity and can be measured at industry level (Bröchner, 2017).

Questions

1. a) From the case above explain the factors that affect labour productivity of employees in the manufacturing sector (25).
- b) Suggest strategies that can be put in place to enhance labour productivity at firm and industry level (15).

Section B

1. Using practical examples analyse the methods that can be used to measure labour productivity in organisations.
2. Assess the implications of the introduction of structured currency on productivity of organisations.
3. Productivity in organisations is more important than revenues and profit. Discuss.
4. Evaluate the efficacy of global level productivity and its impact to nations.

END OF EXAMINATION