



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

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)