



**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\_2 EXAMINATION**

**COURSE CODE: PAD 871**

**COURSE TITLE: Public Personnel Administration**

**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**

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Q1a Define the concept of compensation (5 marks)

Q1b Explain the factors to consider in determining salaries and wages using Nigeria as an example (10 Marks)

Q1c Explain the term fringe benefits (10Marks)

Q2a Itemize types of fringe benefits in an organization (5 Marks)

Q2b Define the concept of employee appraisal (10 marks)

Q3a Explain the reasons for employees' appraisal (5 Marks)

Q3b List the factors that determine the quantity and quality of training on organizations (10 marks)

Q4 Briefly explain the term pre-entry training (15 Marks)

Q5 In-service training starts from the application of the knowledge which an employee brings into service on the job to which he is assigned. Discuss (15 Marks)