



**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  
2025\_2 EXAMINATIONS**

---

**COURSE CODE: PAD 371**

**COURSE TITLE: PUBLIC PERSONNEL ADMINISTRATION**

**CREDIT UNITS: 3**

**TIME ALLOWED: 3 Hrs**

**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**

Q1a the concept of public personnel management in Nigeria is historically colonial in nature and operations. Discuss (10 Marks).

Q1b Management is the “process of planning, organizing, leading and controlling the efforts of organizational members and the use of other organizational goals. Discuss (7.5 Marks)

Q1c Public personnel management is responsible for provision management and administration of people for services. Discuss. (7.5 Marks)

Q2a Outline and explain the General principles of Public Personnel Management (10 Marks)

Q2b Explain the Meaning of Performance Appraisal (5 Marks)

Q3a Highlight the any Five (5) Objectives of Performance Appraisal (10 Marks)

Q3b Outline (4) four reasons for performance appraisal as listed by Obikeze and Obi (2004) (5 Marks)

Q4a with relevance example, explain Six (6) typical policy statements for the organization recruitment activities (10 Marks)

4b. Explain the Three (3) Scopes of fringe benefits (5 Marks)

Q5. Discuss the following schemes of the Workers compensations, pensions and gratuity schemes:

a. Guaranteed annual wage (5 Marks)

b. Life insurance (5 Marks)

c. Credit union (5 Marks)