ELIZADE UNIVERSITY, ILARA-MOKIN, ONDO STATE

FACULTY: HUMANITIES, SOCIAL AND MANAGEMENT SCIENCES

DEPARTMENT: HUMAN RESOURCE MANAGEMENT

FIRST SEMESTER EXAMINATION 2020/2021 ACADEMIC SESSION

COURSE CODE: HRM 403

COURSE TITLE: PUBLIC POLICY AND EMPLOYMENT RELATIONS

DURATION: 2 HOURS 30 MINUTES

INSTRUCTION: ANSWER THREE QUESTIONS ONLY

1a. Explain what public policy is and how it works. Describe five attributes of good public policy.

1b. Describe five factors that influence policy development and execution in Nigeria.

2a. Explain the minimum provisions that must be included in a standard contract of employment, as stipulated in the Nigerian Labour Act of 1971.

2b. Discuss the basic elements of a contract that must be present for it to be considered legitimate.

3a. Explain why group theory and elite theory of public policy are essential when making decisions in an organisation.

3b. Explain what you understand by the following:

    i.   Distributive policies
    ii. Re-distributive policies
    iii. Regulatory policies
    iv. Organisational and Personal decisions

4a. Public policy in any given country is administered by both government and non-governmental bodies, explain the roles of three governmental and three non-governmental bodies.

4b. Justify the claims that public policies can be divided into substantive and procedural categories.

5a. Discuss the model of public policy established by Anderson, Brady, and Bullock in 1978.

5b. What do you understand by employment relationship? Explain the differences between a formal and informal employment arrangement between an employer and an employee.