



**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 MANAGEMENT

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**

Q1a What is Examination? (5 Marks)

Q1b What are the four methods and criteria for promotion listed by “O. Glenn Stahl”? Explain them. (10 Marks)

Q1c Write shorts notes on the following:(10 Marks)

- a. Written Tests
- b. Performance Tests
- c. Reference Checks
- d. Physical Examination
- e. Selection

Q2a In which work by G.A. Cole can we find this particular definition of recruitment? (5 marks)

Q2b According to G.A. Cole, what does a recruitment policy entail? (10 marks)

Q3a What are the different approaches or techniques used for performance appraisal? (5 marks)

Q3b What are the personal characteristics of the appraisee? List 10 (10 marks)

Q4 Explain why “communication” is important to the managers. (15 marks)

Q5 What are the barriers or impediments that hinder effective communication? (15 marks)