

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN RESOURCE POLICY AND PRACTICE (HCM202)

OCT 2024

TIME: THREE HOURS

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

INFORMATION TO CANDIDATES

1. No cellphones and any other unauthorised materials are allowed into the examination room.
2. Each question carries 25 marks.

QUESTION 1

There is no demarcation between HR policy and HR practice. Discuss

[25 marks]

QUESTION 2

Evaluate the claim that an organisation without sound HR policies and practices is equated to a ship without a captain.

[25 marks]

QUESTION 3

Effective HR policies are panacea to corporate branding. Discuss

[25 marks]

QUESTION 4

A sound reward and compensation policy should address principles of distributive and procedural justice. Discuss

[25 marks]

QUESTION 5

Analyse the challenges associated with the implementation of International HR policies

[25 marks]

QUESTION 6

Human resources policies and procedures offer protection, provide guidance, and ensure compliance. Discuss

[25 marks]

*****END OF PAPER*****