BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)

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

Discuss Stages 1 to 5 of the evolution of human resource management.   [25 marks]

QUESTION 2

Describe the Hard Human Resource Management approach as conceptualised by John Storey.
[25 marks]

QUESTION 3

Discuss the following models of human resource management:

   a) The Harvard Model [12 marks]
   b) The Storey Model [13 marks]
                    [25 marks]

QUESTION 4

a) Describe four processes of human resource planning that represent its subject matter.
   [16 marks]

b) Using relevant examples, discuss ways in which the following environmental factors influence human resource planning:
   i. Political factors
   ii. Economic factors
   iii. Social factors
                                    [9 marks]

                                                        [25 marks]

QUESTION 5

Using relevant examples, examine six objectives of an effective compensation system.
                                                        [25 marks]

QUESTION 6

Discuss eight uses of job analysis information in organisations today. [25 marks]

END OF PAPER