

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN RESOURCE POLICY AND PRACTICE (HCM202)

MAR 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

HRM must be committed to ensuring a working environment that is anti-discriminatory, democratic, respectful of rights and mindful of dignity, and legally sound or legitimate". Nel et al (2004). Discuss the validity of this statement with particular reference to HRM policies.

[25 marks]

QUESTION 2

Discuss the view that good HR practices help to reduce conflict of interest and stress in the work place.

[25 marks]

QUESTION 3

Examine any **five** roles of the HR practitioner in an organisation.

[25 marks]

QUESTION 4

Discuss the role of HR policy and practice in strengthening employee engagement. **[25 marks]**

QUESTION 5

Analyse the view that effective HR policies help in the management of the psychological contracts

[25 marks]

QUESTION 6

Assess the assertion that HR policies are for big Matrix organisations, small enterprises are just effective as they are.

[25 marks]

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