

**BINDURA UNIVERSITY OF SCIENCE EDUCATION**

**FACULTY OF COMMERCE**

**DEPARTMENT OF HUMAN CAPITAL MANAGEMENT**

**PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT (HCM203)**

**TIME: THREE HOURS**

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**INSTRUCTIONS TO CANDIDATES**

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

*11 MAR 2024*

**INFORMATION TO CANDIDATES**

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

Discuss six global challenges that affect public sector human resource management.

[25 marks]

**QUESTION 2**

Discuss the conditions of service of members of the Public Service in terms of the Public Service Act.

[25 marks]

**QUESTION 3**

Discuss:

- a) The mission of the Public Service Commission (PSC) [8 marks]
- b) The vision of the PSC [8 marks]
- c) The strategy of the PSC [9 marks]

[25 marks]

**QUESTION 4**

- a) Describe four types of interviews that can be used in public sector recruitment and selection.

[13 marks]

- b) Describe three errors commonly made by interviewers when rating job applicants.

[12 marks]

[25 marks]

### **QUESTION 5**

Explain the work-life needs assessment process that modern public sector organisations can implement for their employees' benefit.

[25 marks]

### **QUESTION 6**

Discuss the five primary roles that employee relations specialists of public sector organisations are expected to play.

[25 marks]

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