

**BINDURA UNIVERSITY OF SCIENCE EDUCATION**  
**FACULTY OF COMMERCE**  
**DEPARTMENT OF HUMAN CAPITAL MANAGEMENT**  
**MANAGEMENT (HCM211/BS236)**  
**TIME: THREE HOURS**

- JUN 2023

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**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.
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**QUESTION 1**

Discuss six challenges that face managers in the global environment today. [25 marks]

**QUESTION 2**

Explain Vroom's Expectancy Theory, making use of practical examples to show its application in business organisations. [25 marks]

**QUESTION 3**

- a) Discuss four key elements of a psychological contract. [13 marks]
- b) Discuss four advantages of psychological contracts [12 marks]  
[25 marks]

**QUESTION 4**

- a) Discuss three reasons why organisation-wide change becomes necessary. [9 marks]
- b) Describe the planned approach to organisational change. [16 marks]

[25 marks]

**QUESTION 5**

Discuss any six of the dimensions of organisational culture. [25 marks]

**QUESTION 6**

Examine six reasons why managers make use of delegation. [25 marks]

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