

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT (HCM203)
TIME: THREE HOURS

INSTRUCTIONS TO CANDIDATES

OCT 2023

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 environmental influences that influence public sector organisations. [25 marks]

QUESTION 2

Discuss eight differences between public sector human resource management and private sector human resource management. [25 marks]

QUESTION 3

- a) Discuss three values of the Public Service Commission. [12 marks]
- b) Discuss three functions of the Public Service Commission's Human Resources Coordination Agency. [13 marks]
[25 marks]

QUESTION 4

- a) Discuss three differences between affirmative action and equal employment opportunity as they apply to the public sector. [13 marks]
- b) Discuss three disadvantages of equal employment opportunity. [12 marks]
- [25 marks]

QUESTION 5

Explain six methods that can be used to measure the job performance of public sector employees. [25 marks]

QUESTION 6

Using relevant public sector examples, explain Adams' Equity Theory of Motivation. [25 marks]

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