

**BINDURA UNIVERSITY OF SCIENCE EDUCATION**

**FACULTY OF COMMERCE**

**JUN 2025**

**DEPARTMENT OF HUMAN CAPITAL MANAGEMENT**

**PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)**

**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.

**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**

Examine the Harvard Model of Human Resource Management. [25 marks]

**QUESTION 2**

Examine any five generic human resource management policies. [25 marks]

**QUESTION 3**

Define the following terms:

- a) Recruitment; [5 marks]
- b) Performance management; [5 marks]
- c) Motivation; [5 marks]

- d) Compensation; and [5 marks]
- e) Industrial relations. [5 marks]

[25 marks]

#### **QUESTION 4**

Examine the following principles of learning:

- a) Participation; [5 marks]
- b) Repetition; [5 marks]
- c) Relevance; [5 marks]
- d) Transference; and [5 marks]
- e) Feedback. [5 marks]

[25 marks]

#### **QUESTION 5**

Examine a compensation programme, highlighting its constituent components. [25 marks]

#### **QUESTION 6**

'Job analysis is at the heart of human resource management.' Support this statement by examining the various uses of job analysis information in six other aspects of human resource management. [25 marks]

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