BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN RESOURCE POLICY AND PRACTICE (HCM202)

MAP 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

Human Resources Management encompasses vital functions in any organization. Describe the historical development of human resources management functions. **[25 marks]**

QUESTION 2

Selection process is "cumbersome" and may be "biased" without an effective HR policy. Evaluate the statement with reference to HR policies. **[25 marks]**

QUESTION 3

Effective HR policies are panacea to corporate branding. Discuss

[25 marks]

QUESTION 4

How do differences in perceptions among people cause challenges for managers and how does HR policies account for those challenges? **[25 marks]**

QUESTION 5

Using relevant examples, discuss the four levels of conflict and show how effective HR policies can reduce conflict in contemporary organisations. **[25 marks]**

QUESTION 6

'HR is a source of competitive advantage but without effective HR policy and practice, it is all utopian'. Discuss. **[25 marks]**

END OF PAPER