

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF SCIENCE AND ENGINEERING

DEPARTMENT: SPORTS SCIENCE

BACHELOR OF SCIENCE HONOURS DEGREE IN SPORTS SCIENCE AND MANAGEMENT

SSM 421: HUMAN RESOURCES MANAGEMENT IN SPORT

DURATION: 3 HOURS

TOTAL MARKS: 100

APR 2025

INSTRUCTIONS TO CANDIDATES

Answer two(2) questions from Section A and two (questions) from Section B.

SECTION A

1. A human resources manager should understand the various labour laws that can be applied in human resources management.

Task:

Explain the following sports laws and how they are applied in sports.

- | | |
|------------------------------|-----------|
| i. Labour and Employment Law | (5 marks) |
| ii. Title IX Law | (5 marks) |
| iii. Tort Law | (5 marks) |
| iv. Contract Law | (5 marks) |

2. The Universal Declaration of Human Rights of the UN Charter stipulates the essence of good and decent working conditions for employees.

Task:

Explain any four rights as stated in the Charter and how they can be applied in sports.
(20 marks)

3. Effective recruitment is important in human resources management. You have been requested to advise the management of a sports club on proper recruitment.

Task:

Prepare notes that include an explanation, advantages and disadvantages of:

- i. Internal recruitment. (10 marks)
- ii. External recruitment. (10 marks)

SECTION B

4. Motivation in sports is quite critical. If not handled properly it leads to player disgruntlement and compromised performance.

Task:

As a sports consultant design a framework for motivating players. (30 marks)

5. The way selection is done in a sports club determines the quality of employees a sports organisation gets. You are the human resources manager of a sports organisation.

Task

How would you apply any five principles of the selection process for employees in a sports organisation? (30 marks)

6. The use of digital technology in human resources management is no longer negotiable. As a human resources manager of a sports organisation, you intend to step up the use of digital technology in human resources management.

Task:

Explain how you would apply digital technology in any five activities in Human Resources Management. (30 marks)

END OF PAPER