

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)

TIME: THREE HOURS

NOV 2024

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

Highlight eight differences between the American and Japanese approaches to Human Resource Management.
[25 marks]

QUESTION 2

Discuss five reasons why Human Resource Management policies are of significance. [25 marks]

QUESTION 3

Discuss:

- a) The Michigan Model of Human Resource Management [13 marks]
- b) The Guest Model of Human Resource Management [12 marks]

[25 marks]

QUESTION 4

Describe the following aspects of the subject matter of human resource planning:

- a) Succession planning [5 marks]
- b) Demand forecasting [5 marks]
- c) Supply forecasting [5 marks]
- d) The skills audit [5 marks]
- e) Talent management [5 marks]

[25 marks]

QUESTION 5

Discuss six purposes of an organisational performance management system. [25 marks]

QUESTION 6

Explain eight types of industrial action. [25 marks]

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