

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)

TIME: THREE HOURS

MAR 2023

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

Discuss six operative functions of human resource management. [25 marks]

QUESTION 2

Discuss eight differences between personnel management and human resource management. [25 marks]

QUESTION 3

With the aid of relevant examples, discuss the following types of generic human resource management policies:

Health and safety policy [12 marks]

Reward policy [13 marks]

[25 marks]

QUESTION 4

Define performance management. [5 marks]

Discuss five reasons why performance appraisal in industrial organisations is important. [20 marks]

[25 marks]

QUESTION 5

As a human resource manager, examine eight objectives that your organisation's compensation system should accomplish. [25 marks]

QUESTION 6

Discuss eight facts about the total quality management stage of the evolution of human resource management. [25 marks]

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