

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

STRATEGIC HRM (HCM406/BS446/PS410)

DURATION: 3 HOURS

JUN 2025

INSTRUCTIONS TO CANDIDATES

1. Answer **QUESTION 1** and any **THREE OTHER QUESTIONS**.
2. No unauthorized material or items should be brought into the examination room.

QUESTION 1

- a) Distinguish vertical integration from horizontal integration. **[12 marks]**
- b) Identify and explain five challenges associated with the implementation of strategy. **[13 marks]**

QUESTION 2

Discuss the Resource Based View of HRM and assess its usefulness/implications for HR strategy formulation. **[25 Marks]**

QUESTION 3

Examine the utility of the Best Fit Approach in understanding Strategic Human Resource Management. **[25 marks]**

QUESTION 4

Discuss any 2 approaches to the evaluation of strategic human resource management **[25 marks]**

QUESTION 5

Strategic Human Resource Management is considered crucial for organizational success. Discuss, [25 marks]

QUESTION 6

Analyse the Strategic Human Resource Management process. [25 marks]

END OF PAPER