

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)
TIME: THREE HOURS

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.
2. Start the answer to each question on a fresh page.

MAR 2024

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

Explain each stage of the Human Resource Planning process. [25 marks]

QUESTION 2

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

QUESTION 3

- a) Define the term 'Human Resource Management.' [5 marks]
- b) Describe:
- i. Two managerial functions of Human Resource Management [10 marks]
 - ii. Two operative functions of Human Resource Management [10 marks]
- [25 marks]

QUESTION 4

Examine the following Human Resource Management models:

- a) The Harvard Model [13 marks]
- b) The Michigan Model [12 marks]
- [25 marks]

QUESTION 5

Discuss six objectives of an effective compensation system. [25 marks]

QUESTION 6

Explain eight forms of industrial action that can be used by employees. [25 marks]

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