

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

PRINCIPLES OF HUMAN RESOURCE MANAGEMENT (HCM104)

TIME: THREE HOURS

JUN 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.
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QUESTION 1

‘Human resource management exists as a form of management.’ Discuss any six characteristics of Human Resource Management that differentiate it from other management branches. [25 marks]

QUESTION 2

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

QUESTION 3

- a) Discuss four reasons why policies are so significant in human resource management practice.

[13 marks]

- b) Describe three generic human resource management policies. [12 marks]

[25

marks]

QUESTION 4

- a) Discuss three benefits of performance management for managers. [12 marks]
b) Discuss four differences between performance management and performance appraisal. [13 marks]

[25 marks]

QUESTION 5

Using relevant examples, explain the five key principles of learning. [25 marks]

QUESTION 6

Explain five methods that organisational managers can use to effectively handle industrial conflict. [25 marks]

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