

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN RESOURCES MANAGEMENT
STRATEGIC HUMAN CAPITAL MANAGEMENT (HCM 406/BS446)
DURATION: 3 HOURS

JUN 2024

INSTRUCTIONS FOR CANDIDATES

1. Answer question **ONE** and any other **THREE** questions.
2. Start the answer to each question on a fresh page.

INFORMATION FOR CANDIDATES

1. All questions carry equal marks.
2. No unauthorised items must be brought into the examination room.

QUESTION 1

Suppose your employer is planning to acquire a chain of high-quality restaurants to sell food products that it already produces. Assess the role of strategic human resources management in the process (25)

QUESTION 2

Discuss the contextual factors and general principles relevant to SHRM (25)

QUESTION 3

Analyse how HR practitioners can align HR activities with overall organisational strategy given strategic solutions to specific HR challenges (25)

QUESTION 4

Discuss the models/ approaches that led to the development of SHRM indicating their relevance (25)

QUESTION 5

With reference to any organisation of your choice, examine the concept 'talent management', clearly showing strategies that are used in managing talent in that organisation. (25)

QUESTION 6

'The human resource managers of today may find themselves obsolete in the future due to changes in environment if they do not update themselves'. Discuss how SHRM is paramount to addressing impending HR challenges (25)

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