

BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

JUN 2025

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT (HCM203)

TIME: THREE HOURS

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

Examine four categories of objectives of human resource management as an approach to managing people working in public-sector organizations. [25 marks]

QUESTION 2

Analyse six challenges facing public-sector human resource management globally. [25 marks]

QUESTION 3

Examine:

- a) The mission of the Public Service Commission; [8 marks]
- b) The strategy of the Public Service Commission; and [8 marks]
- c) Any three values of the Public Service Commission. [9 marks]

[25 marks]

QUESTION 4

Evaluate the usefulness of each of the following recruitment methods in the public-sector context:

- a) E-recruiting over the Internet; [6 marks]
- b) Recruitment advertising; [6 marks]
- c) Professional websites; and [6 marks]
- d) Campus recruitment [7 marks]

[25 marks]

QUESTION 5

Examine five roles of the Public Service Commission in public-sector HRM in Zimbabwe in terms of the Public Service Act (Chapter 16:04). [25 marks]

QUESTION 6

Examine five objectives of compensation systems in public-service organizations. [25 marks]

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