

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
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.

NOV 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

Highlight eight similarities between public sector human resource management and private sector human resource management. [25 marks]

QUESTION 2

Discuss six values of the Public Service Commission from the human resource management perspective. [25 marks]

QUESTION 3

Discuss:

- a) Six methods of recruitment that public sector organisations can utilise [13 marks]
 - b) Four types of job applicant testing [12 marks]
- [25 marks]

QUESTION 4

- a) Four differences between affirmative action and equal employment opportunity [12 marks]
 - b) Four advantages of affirmative action [13 marks]
- [25 marks]

QUESTION 5

Examine eight questions that public sector organisations' managers should address to ensure that underperforming subordinates are disciplined in a legally acceptable manner. [25 marks]

QUESTION 6

Discuss five roles of employee relations specialists in the public sector. [25 marks]

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