MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT

CODE: HHRM226

SESSIONAL EXAMINATIONS

OCTOBER 2021

DURATION: 3 HOURS

EXAMINER: DR C. KAJONGWE

INSTRUCTIONS & INFORMATON

1. Section A is compulsory.

2. Answer ANY **three** other questions from section B

3. Total marks 100

4. You are reminded of the need for good English and clear presentation in your answers.

SECTION A

1. Discuss Environmental factors that affect human resources management in Public Sector **(25 marks)**

SECTION B

2. Discuss legal framework and major policies in public sector in Zimbabwe. **(25 marks)**

3. Discuss any 5 factors affecting reward management in the public sector in Zimbabwe.

   (25 marks)

4. Using illustrative, discuss the assertion that job satisfaction and employee motivation are key ingredients to employee performance in the public sector in Zimbabwe.

   (25 marks)

5. Discuss the following methods of Measuring Performance (Numerical Rating Scale Format, Critical Incident method, Employee ranking, Behavioural Achored Rating Scales **(25 marks)**

6. Evaluate Staff retention practices and strategies in public sector. **(25 marks)**

END OF EXAMINATION