



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

MANAGEMENT & LABOUR

CODE: SSHR 102

SESSIONAL EXAMINATIONS

SEPTEMBER 2021

DURATION: 3 HOURS

EXAMINER: MR N. MUCHONGWE

INSTRUCTIONS & INFORMATION

- 1. This paper contains 2 sections with 6 Questions.*
 - 2. Section A is compulsory.*
 - 3. Answer ANY **three** other questions from section B*
 - 4. Total marks 100*
 - 5. You are reminded of the need for good English and clear presentation in your answers.*
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SECTION A

1. a) Summarise any **three** social costs to the organisation for actual or alleged breach of the psychological contract. **(9 marks)**
- b) Evaluate any **four** strategies that managers can use in safeguarding the implied terms of the psychological agreement for avoidance of breach. **(16 marks)**

SECTION B

2. a) Explain any **three** strategies for dealing with specific barriers to effective delegation in the workplace. **(9 marks)**
- b) Briefly discuss any **four** negative organizational consequences for management failure to delegate work to their subordinates. **(16 marks)**
3. Discuss any **five** critical express terms of a typical employment contract. **(25 marks)**
4. Literature confirms that the Classical Management School often assumes the new label 'machine theories'. Analyse any **five** justifiable reasons for the name tag. **(25 marks)**
5. Examine any **five** key elements of a valid employment contract. **(25 marks)**
6. Interpret the **eight** level pyramid contents of human motivation 'cafeteria' based on Abraham Maslow's hierarchy of needs theory. **(25 marks)**

END OF EXAMINATION