



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
PRINCIPLES OF HUMAN RESOURCE MANAGEMENT  
CODE: HHRM125/HBM214/HTM225

SESSIONAL EXAMINATIONS

NOV/DEC 2019

DURATION: 3 HOURS

EXAMINER: MR N MUCHONGWE

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## ***INSTRUCTIONS & INFORMATION***

- 1. Answer ANY **four** questions*
  - 2. Total marks 100*
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1. Analyse any **four** similarities and any **five** differences between TPM and HRM. [25]
  
2. Examine any **five** challenges that can be faced by management in promoting integration at all levels within an organization. [25]
  
3. Assess the applicability of the Harvard and the Michigan models of HRM in Zimbabwe. [25]
  
4. You have been approached by Adams, the CEO of a group of companies specialising in events services. He oversees a disgruntled team that has lost faith in their employer. He feels people are social animals capable of turning the fortunes of the entire conglomerate but lacks the wisdom to enact the “internal states.”  
  
In light of this, examine any five ways of building employee commitment that Adams can employ. [25]
  
5. Making reference to an organization of your choice, examine the usefulness of any **five** types of flexibility in the management of Human Resource.  
[25]
  
6. a) Explain any **three** problems that are associated with the concept of commitment. [9]  
b) Discuss the **four** components of quality in HRM as propounded by Guest (1989). [16]

**END OF EXAMINATION**