



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

HUMAN RESOURCE POLICY & PRACTICE

CODE: HHRM 212

SESSIONAL EXAMINATIONS

NOV/DEC 2019

DURATION: 3 HOURS

EXAMINER: MS T. SHANGHAIDONHI

INSTRUCTIONS & INFORMATION

1. *This paper contains 6 questions.*
 2. *Answer ANY **four** questions.*
 3. *Total marks 100.*
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1. “HRM must be committed to ensuring a work environment that is anti-discriminatory, democratic, respectful of rights, mindful of dignity and legally sound and legitimate”, (Nel et al 2004:27). Make a critical assessment of this proposition. [25]
2. With reference to the Total Reward Model (TRM) and the Total Cost to Company Model (TCCM), discuss the significance of rewards in managing employee performance. [25]
3. “Job analysis and job descriptions have become redundant”. Discuss. [25]
4. Examine how technology is threatening the existence of the HR function. [25]
5. Assess any **five** ways in which HRM interventions can contribute to the improvement of organizational performance. [25]
6. a) Explain why e-recruitment is considered the best source for any external recruitment effort. [10]
b) Discuss any **five** external forces that affect the recruitment effort of any organization. [15]

END OF EXAMINATION