



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT

HIV/AIDS IN THE WORKPLACE

CODE: HHRM 216

SESSIONAL EXAMINATIONS

NOV/DEC 2019

DURATION: 3 HOURS

EXAMINER: MRS A DUBE

INSTRUCTIONS & INFORMATION

- 1. Section A is compulsory.*
 - 2. Answer ANY **three** other questions from section B*
 - 3. Total marks 100.*
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SECTION A

1. Discuss any **five** ways in which HIV/AIDS in the workplace can impact on organizational performance. [25]

SECTION B

2. Discuss any **five** ways by which organizations can help in the fight against HIV/AIDS in the workplace. [25]
3. a) Evaluate the importance of having an HIV/AIDS policy in the organization. [10]
b) Discuss the components of an effective HIV/AIDS policy. [15]
4. Discuss the following counselling scenarios and state their merits:
 - a) Pre-test counselling [5]
 - b) Post-test counselling [5]
 - c) Counselling without testing [5]
 - d) Couples counselling [5]
 - e) Adherence counselling [5]
5. As a Human Resource Manager, discuss any **five** ways by which you can promote a non HIV/AIDS discriminatory work environment. [25]
6. Examine any **five** roles played by organizational culture in the management of HIV/AIDS in the workplace. [25]

END OF EXAMINATION