

MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
PRINCIPLES OF HUMAN RESOURCE MANAGEMENT
CODE: HHRM 125

SESSIONAL EXAMINATIONS

MAY/JUNE 2020

DURATION: 3 HOURS

EXAMINER: MR N. MUCHONGWE

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.*
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SECTION A

1. Armstrong (1987) asserts that Personnel Managers who subscribe and are still loyal to TPM maintain that HRM is “old wine in new bottles”. Analyze this assertion, bringing out the similarities and differences between TPM and HRM. **(25 marks)**

SECTION B

2. Examine the managerial implications for the use of the following HRM approaches in the pursuance of organizational effectiveness;
 - i. Hard HRM **(12 marks)**
 - ii. Soft HRM **(13 marks)**
3. a) Explain the various forms of integration that management seek to achieve in pursuit of competitive advantage. **(12 marks)**
b) As an HR practitioner, clearly demonstrate how you can solve problems faced in promoting integration at all levels in an organization. **(13 marks)**
4. Elaborate on how an organization can benefit from the use of any **five** forms of flexibility in the management of human resource. **(25 marks)**
5. a) Explain any **four** forces behind the emergence of the HRM concept. **(12 marks)**
b) Explain any **five** implications for the adoption of Taylorism ideas in the management of Human Resource. **(13 marks)**
6. a) Distinguish between *attitudinal* and *behavioral* commitment. **(9 marks)**
b) Discuss any **four** ways of building employee commitment. **(16 marks)**

END OF EXAMINATION