

**MANICALAND STATE UNIVERSITY
OF
APPLIED SCIENCES**

**FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
HUMAN RESOURCE POLICY AND PRACTICE**

CODE: HHRM 212

SESSIONAL EXAMINATIONS

APRIL/MAY 2021

DURATION: 3 HOURS

EXAMINER: MR B CHISIRI

INSTRUCTIONS & INFORMATON

- 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.*

SECTION A

1. “Human Resource Management policies serve as guide posts to HR decisions” (Agrawal 2004). With reference to any two HR policies justify their contribution to the organizational bottom-line. **(25 marks)**

SECTION B

2. a) Evaluate the significance of Hiring in overall Organizational management **(10 marks)**
b) Examine any **three** Commercial job evaluation packaging systems that organisations have at their disposal **(15 marks)**
3. Examine how performance management lead to high performance in organisations. **(25 marks)**
4. Discuss the significance of Job analysis to the HRM process. **(25 marks)**
5. a) Distinguish between Gross pay and Net Pay in Payroll management **(5 marks)**
b) Discuss the salary additions and deductions in the fixing of salary rates in Zimbabwean organisations. **(20 marks)**
6. Examine how Human Resource Planning (HRP) process facilitate the achievement of an organisation’s strategic goals. **(25 marks)**
7. “HRM must be committed to ensuring a work environment that is *anti-discriminatory, democratic, respectful of rights, mindful of dignity and legally sound or legitimate*”, Nel et al (2004). Discuss this statement with reference to mandatory and advisory HRM policies. **(25 marks)**

END OF EXAMINATION