



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

LABOUR PRODUCTIVITY

CODE: HHRM415

SESSIONAL EXAMINATIONS

DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: MR A. MUTUMWA

INSTRUCTIONS & INFORMATION

- 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. a) Explain the following terms;
 - i) Labour productivity **(5 marks)**
 - ii) Functional flexibility **(5 marks)**
 - iii) Financial flexibility **(5 marks)**
- b) Analyse the relationship between compensation and employee productivity. **(10 marks)**

SECTION B

2. Discuss any **four** strategies which contemporary organizations may adopt to enhance employee productivity. **(25 marks)**
3. Examine the effects of any **four** Human Resource Management risks on employee productivity. **(25 marks)**
4. Discuss the impact of any **four** micro factors on organizational productivity. **(25 marks)**
5. Examine how Covid-19 pandemic has impacted employee and organisational productivity in Zimbabwe. **(25 marks)**
6. Assess any **four** factors which are critical for determining productivity growth at national level. **(25 marks)**

END OF EXAMINATION