



ZIMBABWE EZEKIEL GUTI UNIVERSITY

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FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

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DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR402

COURSE TITLE : EMPLOYEE RESOURCING

SPECIAL REQUIREMENTS : NONE

DURATION : 3 HOURS

DATE :

29 JUN 2022

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets [ ]

## SECTION A – COMPULSORY

### QUESTION ONE

Read the case study below and answer the following questions.

Turbo Haulage Private Limited is always received calls from the Ministry of Labour and National Employment Councils to attend to hearings. On the other hand the company is continuously in trouble with the Court appeals from the disgruntled employees challenging their suspensions and dismissals. The major issues emanated from poor handling of dismissal and wrongfully termination of contracts. Application of fair labour standards were not fully embraced at the company. Above all that, they retrenched workers and failed to comply with the basic minimum requirements set and the company was ordered to reinstate all workers without loss of pay and benefits.

In Human Resources Management, managing *Release* is very important to the future of the company.

Discuss in detail the following terms:

- |                    |           |
|--------------------|-----------|
| a) Retirement      | [5 marks] |
| b) Retrenchment    | [5 marks] |
| c) Redundancy      | [5 marks] |
| d) Dismissal.      | [5 marks] |
| e) Exit Interviews | [5 marks] |

## SECTION B – ANSWER ANY THREE (3) QUESTIONS.

### QUESTION TWO

Critically assess the impact of employee resourcing on management and the performance of organisations. [25 marks]

### QUESTION THREE

Distinguish between **Hard** and **Soft** Human Resources Management and comment on the view that people are led rather than managed Storey (1989). [25 marks]

### QUESTION FOUR

Critically evaluate the assertion that **employee** retention and **staff** retention strategies are linked to long-term organisational performance. [25 marks]

### QUESTION FIVE

Examine the extent to which good **employee** resourcing strategies can improve the performance of a company. [25 marks]