



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR222
COURSE TITLE : HUMAN RESOURCES POLICY AND PRACTICE
SPECIAL REQUIREMENTS : NONE
DURATION : 3 HOURS
DATE : 05 JUL 2022

INSTRUCTIONS TO CANDIDATES:

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

QUESTION ONE

Using Porter's generic strategies, describe how a company can pursue competitive advantage across its chosen market scope. [25 marks]

QUESTION TWO

'Rewards management deals with the strategies, policies, and processes required ensuring that the contribution of people to the organization is recognized by both financial and non-financial means... it can either aid positively or in some cases could ail disastrously' (Armstrong, 2007). Discuss the role reward strategy, policy and practice has on the achievement of organizational objectives. [25 marks]

QUESTION THREE

Critically examine at least three HR policies regarding how they can result in the realization of organizational goals. [25 marks]

QUESTION FOUR

Analyze the utility of Rosset's needs assessment model. [25 marks]

QUESTION FIVE

Examine the significance of HR policy and practice and strategic integration. [25 marks]