



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

06 JUL 2022

COURSE CODE : CHR 224  
COURSE TITLE : PUBLIC SECTOR HUMAN RESOURCE MANAGEMENT  
DURATION : 3 HOURS  
DATE :  
SPECIAL REQUIREMENTS : ANSWER SHEET

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.\*
2. Answer any three 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**

Performance management helps both individual and organization. Justify this statement.

**[25 marks]**

### **QUESTION TWO**

With reference to contemporary issues in Zimbabwe, explain the applicability of Adams Equity Theory of motivation

**[25 marks]**

### **QUESTION THREE**

Using examples of the Zimbabwean context. Examine factors that affect human resources in quasi- government organization

**[25 marks]**

### **QUESTION FOUR**

As a human resource practitioner in one of the public sector organization facing low industrial production due to low job satisfaction. What can be done to boost job satisfaction?

**[25 marks]**

### **QUESTION FIVE**

Employee indiscipline is a diminishing factor in the realization of organizational goals. Explain why human resources are more attentive to employee discipline

**[25 marks]**