



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR222
COURSE TITLE : HR POLICY AND PRACTICE
DURATION : 3 HOURS
DATE : APRIL 2023
SPECIAL REQUIREMENTS : 11 APR 2023

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **FOUR (4)** questions.

QUESTION ONE IS COMPULSORY and any other **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 []

1. HRM policies and practices can be a source of competitive advantage for an organisation when they are aligned to the business strategy. Discuss. [25 marks]
2. *Digitalization steered the HR field into 3 aspects which include digital workplace, digital workforce, and digital Human Capital administration* (Konovalova, Mitrofanova & Mitrofanova, 2019). Using relevant examples, explain how digitalization impacted on human resources practices. [25 Marks]
3. Critically discuss why organisations should establish HRM policies? [25 Marks]
4. As an HR manager how would you ensure that the reward management policy remains abreast with changing environment? [25 Marks]
5. Highlight on any five different challenges faced by HR practitioners in the implementation of HRM policies.
 - a. i. Discuss the objectives of a recruitment and selection policy? [10 Marks]
 - b. ii. What are the pros and cons of e-recruitment [15 Marks]