



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING FINANCE AND HUMAN CAPITAL MANAGEMENT

EXAMINATION PAPER 1

COURSE CODE : CHR 121
COURSE TITLE : PRINCIPLES OF HUMAN RESOURCES
MANAGEMENT
DURATION : 3 HOURS
DATE : 31 JUL 2023
SPECIAL REQUIREMENTS :

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions. (Level 4.1 and 4.2)
4. Begin each question on a new page.
5. The number of marks for each question or part question is shown in brackets []

Discuss any **five (5)** ways in which Japanese business practices have impacted on Human Resources Management. (25MARKS)

QUESTION 2

“Western business culture has been a major force behind the emergence of the Human Resource Management Philosophy”. Discuss any five (5) arguments in support of this statement. (25MARKS)

QUESTION 3

Explain the following models of Human Resources Management:

a) The Harvard Model (13MARKS)

The Michigan Model (12MARKS)

QUESTION 4

a) Examine any **five (5)** advantages of Internal recruitment (10MARKS)

b) Describe the process of Recruitment and Selection in Human Resources Management (15MARKS)

QUESTION 5

Describe any **eight (8)** benefits that an organization may derive from effective Training and Development interventions. (25MARKS)

QUESTION 6

Using an organization of your own choice, discuss the significance of carrying out a Job Evaluation exercise (25MARKS)

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