



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW BUSINESS INTELLIGENCE AND ECONOMICS

**DEPARTMENT OF ACCOUNTING FINANCE AND HUMAN CAPITAL
MANAGEMENT**

EXAMINATION PAPER

COURSE CODE : CHR121
COURSE TITLE PRINCIPLES OF HUMAN RESOURCES MANAGEMENT
DURATION : 3 Hours
LEVEL : 1:2
DATE : 08 DEC 2023

INSTRUCTIONS TO CANDIDATES:

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

QUESTION 1

Citing practical examples; identify and explain the major challenges inherent in managing the employment relationship. **[25 marks]**

QUESTION 2

Discuss giving practical examples how Zimbabwean organisations can gain competitive advantage by fully adopting the 1989 John Storey Model of HRM. **[25 marks]**

QUESTION 3

Highlight the major differences between the HRM Model and the IR model and explain their relevance in an organisation of your choice. **[25 marks]**

QUESTION 4

Compare and contrast Harvard and Michigan models of Human Resource management. **[25 marks]**

QUESTION 5

Give a detailed account of Human Resource Management (HRM) indicating the 4 major phases that the concept passed through since its emergence. **[25 marks]**

QUESTION 6

Using an organisation of your choice; explain Performance Management and how it can be used as a management tool that positively contributes to organisational success. **[25 marks]**

END OF EXAMINATION QUESTION PAPER

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