



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**  

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**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS**  

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

**EXAMINATION PAPER**

**COURSE CODE** : CHR 121  
**COURSE TITLE** : Principles of human resource management  
**SPECIAL REQUIREMENTS** : NONE  
**DURATION** : 3 Hours  
**LEVEL** : 1.2  
**DATE** : 14 JUN 2024

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. The number of marks for each question or part question is shown in brackets [ ]
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

1. Compare and contrast the Japanese and competitiveness theories of management.(25MARKS)
2. Compare and contrast human resource management and personnel management (25MARKS)
3. Discuss factors that affect that influence human resource planning in Zimbabwe.(25MARKS)
4. Discuss the contribution of guest model of human resource management in relation to organizational effectiveness.(25MARKS)
5. Discuss the difference between soft and hard human resource management approaches.(25MARKS)

**END OF EXAMINATION QUESTION PAPER**

23/35 (AM)