



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

COURSE CODE : CHR 222  
COURSE TITLE : HRM Policies and Practices  
SPECIAL REQUIREMENTS : None  
DURATION : 3 Hours  
LEVEL : 2.2  
DATE : 13 JUN 2024

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue
2. Answer question 1 in Section A and any three (3) questions in Section B.
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.**

## SECTION A

### QUESTION ONE

Discuss the challenges that organizations may face in developing HR policies and procedures. How can these challenges be overcome to ensure the successful implementation of these policies and procedures? Use relevant examples in your answer. **[25 marks]**

## SECTION B

### QUESTION TWO

Discuss and explain the importance of regularly reviewing and updating HR policies and procedures. In your answer; discuss the factors that may necessitate changes to these policies and procedures and how organizations can effectively manage these updates. **[25 marks]**

### QUESTION THREE

- i. Examine the potential impacts of technological developments on HR policies, practices and procedures. **[13 marks]**
- ii. Discuss the advantages and disadvantages of emerging trends, such as remote work tools, HR analytics and their potential implications for HR practices in areas of talent acquisition, talent management and performance management. **[12 marks]**

### QUESTION FOUR

Discuss and explain the importance of the strategic alignment of HR policies and procedures to the overall organizational strategy. In your answer illustrate using examples how organisations can align their HR policies to the overall organisational strategy. **[25 marks]**

### QUESTION FIVE

- i. Discuss how HR policies and practices contribute to building a strong employer brand and creating a positive employee experience? Provide specific examples of HR policies that enhance talent management. **[15 marks]**
- ii. Analyse the impact of HR policies on attracting, developing, and retaining talent. Use specific examples in your answer. **[10 marks]**

### QUESTION SIX

Critically examine and discuss the importance of developing and implementing HRM policies and procedures in any organisation of your choice. **[25 marks]**

**END OF EXAMINATION PAPER**

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