



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 : 30 JUL 2024

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

Trace the origins of Human Resource Management (HRM) and explain how it differs from personnel management. **[25 marks]**

QUESTION 2

Employee motivation and loyalty arguably play an important role in determining organisational success. Discuss this statement giving examples. **[25 marks]**

QUESTION 3

The general managerial epithet, "people are our greatest asset" is a tired cliché' (Prahalad and Hamel, 1990). Discuss. **[25 marks]**

QUESTION 4

Using examples; identify and explain the roles of the following HRM practices in modern organisations

- (a) Training and Development **[10 marks]**
- (b) Performance management **[10 marks]**
- (c) Reward Management **[5 marks]**

QUESTION 5

Identify and explain four major HR challenges currently facing Zimbabwean organisations. **[25 marks]**.

QUESTION 6

Describe and explain chronologically the four (4) stages in the evolution of HRM. **[25 marks]**

END OF EXAMINATION QUESTION PAPER