



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL ADVANCEMENT

DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY

COURSE CODE : CHR 121
COURSE TITLE : Principles of Human Resource Management
SPECIAL REQUIREMENTS : None
DURATION : 3 Hours
LEVEL : 1.2
DATE : 26 NOV 2025

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 1

Human Resource Management is all about managing an organisation's most valued assets. Discuss this assertion highlighting the importance of Human Resource Management in organisations. [25 marks]

SECTION B

QUESTION TWO

Discuss and explain the major challenges that are being faced by human resource managers of organisations in the health sector of Zimbabwe. [25 marks]

QUESTION THREE

Describe and explain how the following human resource management concepts should be effectively managed for a successful human resource management department of a manufacturing organisation:

- i. The employment relationship [10 marks]
- ii. The psychological contract. [10 marks]
- iii. The employment contract. [5 marks]

QUESTION FOUR

Using David Guest (1987)'s Model and John Storey (1989)'s model of HRM: Critically demonstrate your understanding of Hard and Soft HRM. [25 marks]

QUESTION FIVE

- i. Highlight the major differences and similarities between the traditional personnel management and human resource management. [15 marks]

- ii. Discuss the major reasons that lead to the emergence of Human Resource Management. [10 marks]

QUESTION SIX

Discuss and explain the following human resource management practices. In your answer explain how each practice contributes to the effectiveness of the human resources management department in any organisation of your choice.

- i. Recruitment and selection. [5 marks]
- ii. Performance management. [5 marks]
- iii. Health and safety management. [5 marks]
- iv. Rewards management. [5 marks]
- v. Training and development. [5 marks]

END OF EXAMINATION PAPER

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