



ZIMBABWE EZEKIEL GUTI UNIVERSITY

**FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL
ADVANCEMENT**

DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY

EXAMINATION PAPER

COURSE CODE : CHR 422
COURSE TITLE : STRATEGIC HUMAN RESOURCE MANAGEMENT
SPECIAL REQUIREMENTS : NONE
DURATION : 3 Hours
LEVEL : 4.2
DATE : 26 SEP 2025

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer question **ONE** any **three (3)** 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.**

SECTION A-Compulsory

QUESTION ONE-(25 marks)

Discuss the various elements of HR implementation strategy in mergers and acquisition

SECTION B

QUESTION TWO-(25 marks)

Describe the three levels of strategy and comment on the links between business strategy and HRM

QUESTION THREE (25 marks)

What do you understand by the term Outsourcing? Discuss the Human Resource Implication of outsourcing?

QUESTION FOUR – (25marks)

Discuss the strategies for managing workforce diversity available in Zimbabwean parastatals?

QUESTION FIVE-(25 marks)

Explain why recent research suggests that the HRM–organizational performance relationship is clearer and stronger when whole 'systems', rather than individual HRM practices, are considered.

End of paper

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