



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN  
RESOURCES, INDUSTRIAL & LABOUR RELATIONS**

**STRATEGIC HUMAN RESOURCE MANAGEMENT**

**HHRM 422**

**PART 4 SEMESTER 1**

**Total Marks [100]**

**DATE: APRIL 2024**

**Time: 3 Hours**

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**INSTRUCTIONS**

1. This paper has ***six (6)*** questions
2. Answer question ***one (1)*** and ***any*** other ***three (3)***
3. Each question carries ***25 marks***
4. Start each question on a new page

1. In the context of strategic human resources management, evaluate the assertion that every manager should have a functional knowledge of human resources management. [25]
2. Discuss the human relations and the human resources approaches to the management of human capital, clearly showing the relevance of each of these approaches in educational leadership and management in present day Zimbabwe. [25]
3. Discuss the collaborative approach to crafting a human resource strategy for a business organisation of your choice. [25]
4. In the context of human resources management, examine the concepts: ‘strategic fit’ and ‘strategic misfit,’ clearly showing their relevance as tools for decision making in strategic human resource management in business organisations. [25]
5. Examine any four barriers to strategic human resources management, clearly showing how as an HR practitioner, you may overcome these barriers in your organization. [25]
6. Assess the usefulness of emotional intelligence in the management of human resources in present day business organisations. [25]

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**END OF PAPER**

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