



**REFORMED CHURCH UNIVERSITY**

**FACULTY OF COMMERCE**

**MASTER OF COMMERCE DEGREE IN BUSINESS  
ADMINISTRATION**

**HUMAN RESOURCES MANAGEMENT**

**MBA101**

**PART 1 SEMESTER 1 EXAMINATION**

**TOTAL MARKS [100]**

**DATE: OCTOBER 2024**

**Time: 3 Hours**

**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. Renee West once said, "You can have the best strategy and the best building in the world, but if you don't have the hearts and minds of the people who work with you, none of it comes to life." Justify this statement. (25)
2. Citing relevant examples, assess the importance of the human resources function to the organization and to society. (25)
3. Discuss any four principles of Strategic human resources management, citing their applicability to human resources management in an organization of your choice. (25)
4. Citing relevant examples from the business sector, assess the role of the human resources manager as a strategic business partner and as a change agent. (25)
5. With reference to examples drawn from the business sector, examine the extent to which organizations may ensure that talent among employees who join them becomes portable and may manifest in the new organisation. (25)
6. With reference to any business organisation of your choice, explain why as a human resources practitioner you would recommend that your organisation embraces the human resource and not the human relations approach to people management. (25)

**END OF PAPER**