



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

Bachelor of Commerce Honours Degree in Public Administration

Public Sector Human Resources Management

HPAD211

Part 2 Semester 1 Examination

Total Marks [100]

Date: June 2018

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. Examine any five (5) functions of public sector human resources management in the modern day Zimbabwe. (25)
2. a) Analyse the four (4) resources that managers use to guide the HR function optimally in a public sector institution. (12)
b) Evaluate Maslow's theory of motivation in helping public sector managers to manage human resources. (13)
3. Explain the following concepts:
 - a) stability strategy (5)
 - b) revolutionary strategy (5)
 - c) defender strategy (5)
 - d) barriers to human resources planning (10)
4. Discuss the view that affirmative action has been the major contributor to the current problems in Zimbabwe's public sector. (25)
5. Explain the following human resources functions in effective public sector management.
 - a) Recruitment and selection (10)
 - b) Career management (5)
 - c) Reward system (5)
 - d) Training and development (10)
6. 'Parties to industrial relations in Zimbabwe Public Service have failed in various ways'. Discuss this statement citing relevant examples. (25)

End of paper