



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN PUBLIC
ADMINISTRATION**

PUBLIC SECTOR HUMAN RESOURCES MANAGEMENT

HPAD 201

PART 2 SEMESTER 1 EXAMINATION

TOTAL MARKS [100]

DATE: JUNE 2023

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. Discuss the role of the Public Service Commission in Zimbabwe. (25 Marks)
2. Citing relevant examples discuss the role of public sector human resources management in modern day Zimbabwean civil service environment. (25 Marks)
3. HRM in Zimbabwe has been influenced by international developments in the field. Discuss citing relevant examples. (25 Marks)
4. Discuss the challenges faced in HR planning in Zimbabwe's public. (25 Marks)
5. Examine any five (5) reasons for terminating the services of a public sector employee highlighting the procedures a human resources manager should follow in executing it. (25 Marks)
6. Explain the Performance Appraisal System and suggests improvements to an existing appraisal system in an organization of your choice. (25 Marks)

End of Paper