



**REFORMED CHURCH UNIVERSITY**

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**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: JULY 2022**

**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. Discuss any one HR Theory and its applicability in the management of public sector human resources [25]
2. Discuss any five challenges facing HR practitioners in the public sector in Zimbabwe [25]
3. Compare and contrast traditional personnel management with strategic human resources management. [25]
4. Distinguish between the management models of the 1990s and the 21<sup>st</sup> century prototype as they relate to Human Resource Management. [25]
5. As an HR Practitioner how would you react to competition and maintain organizational survival and competitive advantage? [25]
6. Examine the significance of David Guest's 1987 Model in HRM. [25]

*End of Paper*