



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

STRATEGIC HUMAN RESOURCES MANAGEMENT

HHRM 408

PART 4 SEMESTER 2 EXAMINATION

TOTAL MARKS [100]

DATE: JULY 2022

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. There is practically no difference between Strategic human resource management (SHRM) and Personnel management. The claimed difference is a matter of semantics. Discuss. (25)
2. With reference to examples drawn from the business sector, examine any four objectives of strategic human resource management. (25)
3. Citing relevant examples, examine any five factors of the business environment that influence HR managers when developing a fitting HR strategy for an organization of your choice. (25)
4. Examine the importance of Strategic Human Resources Management in an organization. (25)
5. Discuss the importance of any 3 principles of Strategic human resources management showing their applicability in today's organizations. (25)
6. 'Strategic Human Resources Management has become a business partner in organizations' Discuss. (25)

End of Paper