



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

Bachelor of Commerce Honours Degree in Business Management

Fundamentals of Human Resources Management

HBUM106 / HHRM 101

Part 1 Semester 2 Examination

Total Marks [100]

Date: June 2020

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. Compare and contrast Maslow's Hierarchy of Needs and Herzberg's two factor theory, showing the theory, in your own opinion that would more closely reflect motivation of Zimbabwean workers? (25)
2. Using a company of your own choice, evaluate the functions of Human Resources department. (25)
3. Discuss the major sources that organisations recruit employees from. (25)
4. Evaluate the following terms:
 - a) Division of labour (5)
 - b) Compensation (5)
 - c) Job description (5)
 - d) Job analysis (5)
 - e) Job description (5)
5. Discuss the merits and demerits of both external and internal recruitment methods. (25)
6. Examine the main attributes of a good Human Resources Practitioner. (25)

End of Paper