



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**HUMAN RESOURCES POLICY & PRACTICE**

**HHRM 221**

**PART 2 SEMESTER 1**

**Total Marks [100]**

**DATE: OCTOBER 2024**

**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 5 areas in employment management function in Zimbabwe that require policy interventions. (25 Marks)
2. Evaluate any five critical roles played by the human capital officer in HR policy implementation. (25 Marks)
3. Discuss the major influences of HR practices in an organisation of your choice (25 Marks)
4. Examine the importance of HR policy in today's organisations. (25 Marks)
5. Citing relevant examples, discuss any 5 best HR practices in Zimbabwe. (25 Marks)
6. Examine any 5 factors that may be considered in crafting an HR policy in an organization. (25 Marks)

**END OF PAPER**