



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

STRATEGIC HUMAN RESOURCE MANAGEMENT

HHRM 422

PART 4 SEMESTER 1

Total Marks [100]

DATE: OCTOBER 2024

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. Examine the view that there are other things more valuable in an organization besides people who work there. [25]
2. Discuss the merits and demerits of a master strategist approach to the formulation of human resources strategies in business organizations. [25]
3. With reference to any business organization, of your choice, assess any 5 tasks of a strategic human resources manager. [25]
4. Discuss the concept strategy evaluation, highlighting why organizations should evaluate their HR strategies and practices over time. [25]
5. Citing practical examples, examine the role of a Strategic human resources manager as strategic business partner and as a change agent. [25]
6. Training and development is the responsibility of line managers. Discuss. [25]

END OF PAPER