



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

PUBLIC SECTOR HRM

HHRM 232

PART 2 SEMESTER 2

Total Marks [100]

DATE: JUNE 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. Discuss the role of the Public Service Commission in Zimbabwe. (25)
2. 'Public sector human resource management has management perspective'. Discuss. (25)
3. Human resources management in Zimbabwe's public service has been influenced by international developments in the field. Discuss, citing relevant examples. (25)
4. Explain the steps of the HR planning process as applied in the public sector. (25)
5. Discuss the pros and cons of internal and external recruitment in the public sector, giving practical examples. (25)
6. Explain the Performance Appraisal System as applied in the public sector. (25)

END OF PAPER