



REFORMED CHURCH UNIVERSITY

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: APRIL 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 significance of human resources policies in employment management in Zimbabwe. (25 marks)
2. Examine the Havard Model as a best human resources management practice model linked to human resources policies and practices. (25 marks)
3. Discuss any 5 key values that guide human resources practitioners when crafting human resources policies in Zimbabwe. (25 marks)
4. Explain the fundamental stages in the implementation of a company's human resources policies. (25 marks)
5. With reference to specific examples, examine any 5 human resources policies found in Zimbabwean organisations. (25 marks)
6. Citing examples from Zimbabwean scenario, explain any 5 determinants of a human resources policy. (25 marks)

END OF PAPER