



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

Strategic Human Resources Management

HHRM408/HBUM 427

Part 4 Semester 1 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. Examine any **five** factors of the external business environment that Strategic Human Resources Practitioners should consider when crafting a fitting strategy for an organization. (25)
2. Evaluate the Traditional Human Resource Management and Strategic Human Resources Management concepts, clearly showing why it is necessary for present day firms to embrace a strategic approach to Human Resource Management. (25)
3. With reference to any organization of your choice, discuss the relevance of conducting a detailed Human Resources analysis in an organization. (25)
4. Examine any **four** approaches to Job Design in an organization of your choice. (25)
5. In the context of strategic human resources management, assess the roles of Line Managers and Human Resource Managers in training and development. (25)
6. Discuss the strategic significance of exit interviews in organizations. (25)

End of Paper