



**REFORMED CHURCH UNIVERSITY**

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**FACULTY OF COMMERCE**

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

**Human Resources Management**

**HHRM 401**

**Part 4 Semester 1 Examination**

**Total Marks [100]**

Date: January 2022

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. 'Human resource management is about managing the skills into productive use'. Discuss. (25)
2. 'HR analytics and metrics are rarely used and applied by HR managers rendering their profession to be viewed as unnecessary by many CEO's'. Evaluate this assertion. (25)
3. 'Professional recruitment and selection is now a thing of the past as corruption has taken over in this domain'. Comment on this assertion (25)
4. Analyse the view that performance appraisal does not work in the current Zimbabwean economy. (25)
5. Employee resourcing ensures that an Organisation has all the skills it needs to realise its vision and mission. Examine this statement. (25)
6. Explain the role of HR practitioners in talent management and labour relations. (25)

*End of paper*