



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

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

HUMAN RESOURCES POLICY AND PRACTICE

HHRM-221

PART 2 SEMESTER 1 EXAMINATION

TOTAL MARKS [100]

DATE: DECEMBER 2022

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. With reference to any organisation of your choice explain the importance of HR policies towards attainment of targeted organisational objectives. (25)
2. Explain the common Human Resource Policy and Practices at any workplace of your choice and their effects towards human capital development. (25)
3. Discuss how HR practices contribute towards building a sound and effective organizational culture. (25)
4. As an HR consultant, recommend any appropriate measures that should be considered when developing HR policies for a university set up. (25)
5. Explain the employees and management roles in Human Resource Policy and Practice. (25)
6. Analyse the Global trends and challenges in management of Human Resource Policies and Practices. (25)

End of Paper