



**AFRICA
UNIVERSITY**
A United Methodist-Related Institution

COURSE CODE: MMS 505

COURSE TITLE: HUMAN RESOURCE MANAGEMENT & IR

END OF FIRST SEMESTER EXAMINATION: (AUGUST / DECEMBER 2018)

LECTURER: P. MUTSINZE

INSTRUCTIONS

1. You are required to select and answer ANY 5 questions.
2. Conceptual models and frameworks will earn you marks
3. Each question carries 20 marks

1. According to Stoner and Freeman (1992) "Human Resources Management (HRM) is the management function that deals with recruitment, placement, training and development of organization members". Discuss the role and functions of HRM in an organisation.
2. To understand the evolution of Human Resource Management, one must first understand its basis. Outline and discuss the various stages in the evolution of human resources management, identifying key contributions to its development.
3. What are the recent trends in Human Resources Management and how these challenges can be used as opportunities?
4. Discuss the legal and ethical considerations in Human Resources Management.
5. "An effective and right process of analysing a particular job is a great relief for Human Resources Practitioners. It helps them maintain the right quality of employees, measure their performance on realistic standards, assess their training and development needs and increase their productivity". Outline the Job Analysis process and discuss its importance and how the results obtained from a job analysis can be used in other human resources functions.
6. (i) Critically discuss the importance of training and development in Human Resources Management.

(ii) Outline employee development management strategies which can be used by organisations.

7. Gloria is a Human Resources Director of a manufacturing company. She recently undertook a research to identify competitor compensation and incentives plans, information about legislative changes and availability of talent in the labour market for the upcoming strategic planning meeting. Outline the Human Resources Planning process and discuss its importance in Strategic Human Resources Management.
8. Discuss the importance of the following HRM processes in enhancing organizational performance and competitiveness:-
- (i) Collective Bargaining
 - (ii) Talent Management
 - (iii) Performance Management
 - (iv) Recruitment & Selection
9. Discuss the current labour law and industrial relations challenges in Zimbabwe and how can these be addressed.

END OF PAPER