



Investing in Africa's Future

COLLEGE OF BUSINESS AND MANAGEMENT SCIENCES

NMMS 302: HUMAN RESOURCES MANAGEMENT

END OF SEMESTER EXAMINATIONS

APRIL 2026

LECTURER: DR TAWANDA NYIKADZINO

TIME: 3 HOURS

INSTRUCTIONS

1. This paper contains **six** questions.
2. Answer any **four** questions.
3. Start each question on a new page.
4. Write legibly.

Question One

Using the Harvard and the Guest models of human resources management, outline and discuss any **five** tenets or features of human resources management **[25 marks]**

Question Two

Using examples, discuss the performance management process **[25 marks]**

Question Three

Select any **two** motivation theories of your choice and demonstrate how you would apply them in motivating employees **[25 marks]**

Question Four

Discuss the steps to follow when executing recruitment and selection. Use examples to support your answers **[25 marks]**

Question Five

Outline and discuss any **five** factors to consider when designing a job description. **[25 marks]**

Question Six

Using examples, outline and discuss the five steps involved in the training and development process **[25 marks]**

END OF EXAMINATION