



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MASTER OF SCIENCE DEGREE IN HUMAN RESOURCES MANGEMENT

LEVEL 1 SEMESTER 2

EXAMINATION QUESTION PAPER

MODULE CODE	HRMM525
MODULE NARRATION	EMPLOYEE RESOURCING
DATE	
DURATION	3 HOURS

INSTRUCTIONS TO CANDIDATES:

- 1. Answer question one in section A and any two questions in section B.**
- 2. Section A carries 40 marks and each question in section B carries 30 marks.**
- 3. Questions may be answered in any order.**

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EXAMINATIONS OFFICE

5 SEP 2024

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SECTION A

CASE STUDY (40 MARKS)

1. Read the case study below and answer questions that follow

1. You are the HR manager of a company that is planning to downsize its operations in Zimbabwe due to economic challenges.

(a) Discuss the potential impacts of this decision on the remaining employees and the overall organizational culture. **(20)**

(b) Propose strategies to manage these impacts and maintain employee morale during this challenging time. **(20)**

SECTION B

1. Discuss factors that need to be considered when using performance as a criterion for determining who will be let go in a layoff situation.
2. You have been asked by your superior to prepare a paper on ways to avoid compulsory redundancies in an organisation. What proposals would you consider and how would you justify them?
3. Assess the view that the contingency approach is the more appropriate way to think about contemporary employee resourcing in Zimbabwe.
4. "Recruitment and selection play an important part in the organisation's strategy. It is closely linked with the organisational goals and objectives and much of the training and development that follows it". Examine this statement and clearly explain the differences between recruitment and selection.

END OF EXAMINATION