



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MASTER OF SCIENCE DEGREE IN HUMAN RESOURCE MANAGEMENT

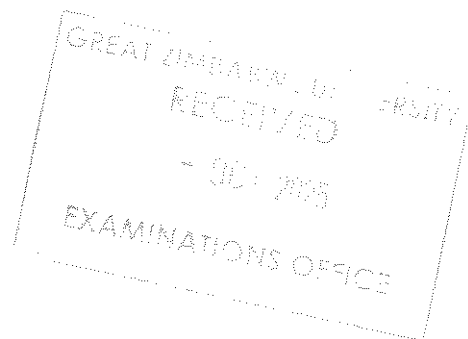
LEVEL 1 SEMESTER 2

EXAMINATION QUESTION PAPER

MODULE CODE	HRMM 525
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.**



SECTION A

1 *You an HR manager of a company that is planning to expand its operations to Zimbabwe, a country with a challenging business environment.*

- (a) Discuss the potential challenges and opportunities in human resource planning that might arise from the expansion. (20)

- (b) Propose strategies to effectively manage these challenges. (20)

SECTION B

1. Evaluate the impact of redundancy and outplacement strategies on both employees and organizations in Zimbabwe, analyzing how firms can implement fair and sustainable workforce reduction measures while maintaining employer reputation.
2. Assess the legal and ethical considerations in recruitment and selection in Zimbabwe, examining how businesses can ensure compliance with labour laws while maintaining efficiency and fairness in hiring processes.
3. Analyze the effectiveness of incentives and rewards in Zimbabwean businesses, examining how organizations can structure reward systems to drive productivity and employee commitment while maintaining cost-efficiency.
4. Examine the role of HR architecture in implementing flexible resourcing strategies in Zimbabwe, analyzing the challenges businesses face in structuring their workforce while maintaining compliance with labour laws and ensuring workforce agility.

END OF EXAMINATION