

WOMEN'S UNIVERSITY IN AFRICA



Addressing gender disparity and fostering equity in University Education

FACULTY OF MANAGEMENT AND ENTREPRENEURIAL SCIENCES

BSc HONOURS DEGREE IN HUMAN RESOURCES MANAGEMENT

MAIN PAPER

HRM111: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

INTAKE 13 FIRST YEAR FIRST SEMESTER

DATE:

TIME: 2 HOURS

INSTRUCTIONS TO CANDIDATES

Answer Question **one** and any other **two**

Question 1

Ensuring that the right people are hired and placed in the right jobs is critical to an organization's success. You are the HRM Director for Masawi, Inc., an upscale clothing store with locations across Zimbabwe specializing in party and formal wear for men and women. The company has decided to hire four Provincial Managers to oversee the organization's four sales areas, that is, Manicaland (based in Mutare), Masvingo (based in Masvingo town), Matabeleland (based in Bulawayo) and Mashonaland East (based in Marondera). The ideal candidate for the Provincial Manager position will have a minimum of 5 years of direct sales experience including supervising others and must have a solid understanding of profit and loss (P&L) statements as well as effectively managing employees. Since the Provincial Manager position is a new role in the organization, the UP of HRM has asked you to prepare a recruiting and staffing approach to ensure the best candidates are sourced and hired for these important positions. He also wants to make sure that no legal challenges arise as a result of filling these positions.

Adopted from textbook.stpauls.br.

Required:

- a) Recommend the approach to be used and justify your choice. [25]
- b) Evaluate the advantages of external recruitment. [15]

Question 2

- a) 'Training evaluation is just a waste of time and resources' .Discuss [10]
- b) 'A job description is the step in the successful recruitment and selection effort' . Discuss. [10]

Question 3

Outline in detail the relevance of a job evaluation exercise. [20]

Question 4

How has the Behavioral approach to management helped managers in understanding human behavior at the work place? [20]

Question 5

Human Resources Planning Also known as manpower planning is defined by Armstrong (2002) as “acquisition, utilization improvement and preservation of an organization’s human resources “Describe the stages that one needs to follow up in human resources planning. [20]

Question 6

Examine the aims of an organizations compensation programme. [20]

END