



ZIMBABWE

**MINISTRY OF HIGHER AND TERTIARY EDUCATION,
INNOVATION, SCIENCE AND TECHNOLOGY
DEVELOPMENT**

**HIGHER EDUCATION EXAMINATIONS COUNCIL
(HEXCO)**

NATIONAL DIPLOMA

IN

HUMAN RESOURCES MANAGEMENT & OFFICE MANAGEMENT

SUBJECT: Human Resources Management II PAPER NO: 526/15/S02

DURATION: 3 Hours

MARCH/APRIL 2022 EXAMINATION

REQUIREMENTS

INSTRUCTIONS TO CANDIDATE

- 1. Answer ANY FIVE (5) questions.**
- 2. All questions carry equal marks.**

This paper consists of 2 printed pages.

QUESTION 1

Examine any five (5) reasons for formulating training objectives. (20 marks)

QUESTION 2

Examine any five (5) ways of identifying training needs in an organisation. (20 marks)

QUESTION 3

Discuss any five (5) benefits organisations attain from empowering employees. (20 marks)

QUESTION 4

Explain any five (5) ways of terminating contract of employment. (20 marks)

QUESTION 5

Explain any five (5) strategies of reducing wage bill within an organisation. (20 marks)

QUESTION 6

With reference to an organisation of your choice discuss Maslow's Hierarchy of needs Theory. (20 marks)

QUESTION 7

Discuss any five (5) objectives of a payroll system in an organisation. (20 marks)

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