

BINDURA UNIVERSITY OF SCIENCE EDUCATION
FACULTY OF COMMERCE
DEPARTMENT OF HUMAN CAPITAL MANAGEMENT
TALENT MANAGEMENT (HCM 207)
DURATION: 3 HOURS

MAR 2024

INSTRUCTIONS TO CANDIDATES

1. Answer any **FOUR** questions.
2. No unauthorized material or items should be brought into the examination room.

QUESTION 1

Discuss the significance of *Performance management* in modern day organisations.

(25 marks)

Question 2

Using an organisation of your own choice, justify the benefits of *on the job and off the job training* method

(25 marks)

Question 3

Evaluate any **five** (5) modern strategies of motivating employees in today's business world.

(25 marks)

Question 4

- (a) Highlight ways of securing desirable Employee Engagement.
- (b) Examine the significance of having an engaged workforce.

(10 marks)

(15 marks)

Question 5

Discuss any **five (5)** strategies for retaining talent in contemporary organisations.

(25 marks)

Question 6

Critically examine the *Training and Development process* in Talent Management.

(25 marks)

End of Paper