

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

NOV 2024

INSTRUCTIONS TO CANDIDATES

1. Answer question **one (1)** and any **three other** questions
2. Start the answer to each question on a fresh page.
3. No unauthorized material or items should be brought into the examination room.

QUESTION 1

The University Registrar plans to abolish Talent Management as a course in the Human Capital Department. Write a paper citing clearly, the significance of Talent Management.

(25 marks)

QUESTION 2

- a) Using an organisation of your own choice, explain the significance of working in *teams*.
- b) Examine any **five (5)** Talent management strategies which an organisation can use to motivate its employees

(10 marks)

(15marks)

QUESTION 3

- a) Compare and Contrast On and Off the job Training methods.
- b) Explain any five ways of ensuring successful employee retention in an organisation.

(10 marks)

(15 marks)

QUESTION 4

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

(25 marks)

QUESTION 5

a) Examine any five ways of ensuring employee engagement. **(10 marks)**

b) Compare and contrast internal sources of recruitment versus external sources of recruitment. **(15 marks)**

QUESTION 6

Discuss the major challenges which organisations face when conducting Training Needs Analysis. **(25 marks)**

THE END OF PAPER