BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE
DEPARTMENT OF HUMAN RESOURCES MANAGEMENT
Course: HCM 408 : Human Capital Consultancy (2)

Duration: 3 HOURS

NOV 2023

INSTRUCTIONS FOR CANDIDATES.

1. Answer question One from section A and any **three** questions from section B.

INFORMATION FOR CANDIDATES

1. All questions carry equal marks.
2. No unauthorised items must be brought into the examination room.

MATERIALS ALLOWED

1. None.

SECTION A - Compulsory

QUESTION 1.

Evaluate the statement that "a consultant is better placed to conduct an effective Job Evaluation Exercise than an HR Manager. **(25 Marks).**

SECTION B

QUESTION 2

What are the different components of a competitive compensation and benefits package which a consultant can recommend to a client? **(25 Marks).**

QUESTION 3

Why strong management support is highly needed to in creating a data-driven culture inside the organisation? **(25 marks).**

QUESTION 4

As a Labour Consultant, you can recommend the company to adopt e-recruitment. Assess the effect of e-recruitment e-training and development in improving employee performance and productivity? **(25 Marks)**

QUESTION 5

As an HR Consultant, how can you price your consulting services and negotiate fees with clients? (25 Marks).

QUESTION 6

Identify and explain in detail the specific HR challenges faced by Mining organizations and the latest HR trends in that sector.

END