

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

JUN 2023

INSTRUCTIONS TO CANDIDATES

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

QUESTION 1

Using an organisation of your own choice, discuss any **four** (4) strategies of motivating employees

(25 marks)

Question 2

- (a) Outline any **five** (5) reasons why employees leave their organisations. (10 marks)
- (b) Briefly examine any three Employee retention strategies. (15 marks)

Question 3

Discuss the significance of having an effective Workforce in the contemporary business world.

(25 marks)

Question 4

- (a) Differentiate between *coaching* and *mentoring*. (10 marks)
- (b) Evaluate the significance of *Coaching* in organisations. (15 marks)

Question 5

Critically examine the Training and Development process in Talent Management.

(25 marks)

Question 6

- a) Highlight any **five (5)** ways of minimizing Talent Gap. **(10 marks)**
- b) Identify the procedures and significance of managing Employee exit.

(15 marks)

END OF PAPER