

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

OCT 2024

INSTRUCTIONS TO CANDIDATES

1. Answer question **one (1)** and any **three other** 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

- a) Compare and Contrast *on the job* and *off the job* training methods. (10 marks)
- b) Examine any **three (3)** methods used for on the job training. (15 marks)

QUESTION 3

Using an organization of your own choice, critically evaluate any **two (2)** methods of Performance Appraisal. (25 marks)

QUESTION 4

- (a) Compare and Contrast *Replacement Planning* versus *Succession Planning*. (10 marks)
- (b) Examine any **five (5)** ways of ensuring a fruitful and succession and career planning. (15 marks)

QUESTION 5

Using an organization of your own choice, evaluate the significance of *Training and development* (25 marks).

QUESTION 6

- 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)

End of Paper