



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF BUSINESS, ECONOMICS AND ACCOUNTING

DEPARTMENT OF BUSINESS ADMINISTRATION AND MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR402
COURSE TITLE : EMPLOYEE RESOURCING
DURATION : 3 HOURS
DATE : FEBRUARY 2022
SPECIAL REQUIREMENTS : NONE

11 6 FEB 2022

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
3. Begin each question on a new page.
4. The number of marks for each question or part question is shown in brackets []

Question 1

An organisational analysis report for a local university indicates an urgent need to address critical/core staff shortages in the Department of Human Resource Management. Previous attempts by the Vice Chancellor (VC) did not attract any candidates with PhD qualifications, leaving the HR Department worse off than before, with heavily burdened, burned-out, and frustrated lecturers. As the HR advisor to the VC, prepare a position paper, demonstrating the role of Human Capital Resourcing (HCR) in the sustenance of the university's competitive advantage. [25 marks]

Question 2

Explain the meaning of the following terms:

- i) Human capital planning (5)
- ii) Recruitment (5)
- iii) Selection (5)
- iv) Qualitative forecasting (5)
- v) Downsizing plan (5)

[25 marks]

Question 3

- a) With reference to any **three** factors, justify the need for a Human Resource Audit. (9)
- b) Examine any **four** problems associated with skills inventories. (16)

[25 marks]

Question 4

- a) Explain any **three** internationally accepted practices applied in the recruitment and selection process to avoid allegations of discrimination. (9)
- b) Discuss the effectiveness of a panel interview in the recruitment and selection of potential candidates. (16)

[25 marks]

Question 5

Evaluate any **five** ways of implementing a flexible plan in the human capital planning process in an organisation. [25 marks]

End of Paper