



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL
MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 411
COURSE TITLE : HUMAN RESOURCE DEVELOPMENT
DURATION : 3 Hours
LEVEL : 4.1
DATE : 11.0 OCT 2023

INSTRUCTIONS TO CANDIDATES:

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

SECTION A – COMPULSORY

QUESTION 1

To what extent would you argue that Human Resource Development is crucial for organisational productivity and competitiveness? **[25 marks]**

SECTION B – ANSWER ANY THREE QUESTIONS

QUESTION 2

Employers must be interested in helping employees plan their development. Critically assess this statement highlighting the advantages and disadvantages associated with it. **[25 marks]**

QUESTION 3

Succession planning is a crucial aspect that should be undertaken in organisations; however, it is a challenging task to implement. Discuss this statement using Zimbabwean examples. **[25 marks]**

QUESTION 4

With the aid of examples, discuss various Human Resource Development strategies that can contribute to organisational success. **[25 marks]**

QUESTION 5

Explain sensitivity training and how it can be used as a learning and development tool to address diversity in organizations. **[25 marks]**

QUESTION 6

Discuss the role of Human Resource Development practitioners in mergers and acquisitions. Use examples to support your answer. **[25 marks]**

END OF EXAMINATION QUESTION PAPER

0/6 (PM)