



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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**FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS**

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**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 12 APR 2024  
**DATE** :

**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**

- a. Human Resource Development is critical for organizational success. Discuss. **[10 marks]**
- b. Outline and discuss the inherent limitations of any training and development activity towards productivity and efficiency. **[15 marks]**

**SECTION B : ANSWER ANY THREE QUESTIONS.**

**QUESTION 2**

Discuss using relevant examples; the contribution of effective Human Resource Development to people resourcing strategies. **[25 marks]**

**QUESTION 3**

Outline and discuss the circumstances where strategic outsourcing may be considered instead of an investment in Human Resource Development. **[25 marks]**

**QUESTION 4**

Explain giving practical examples how current trends in human resource development practices have been linked to the psychological contract. **[25 marks]**

**QUESTION 5**

The missing link in many Human Resource and Organisational Development interventions in Zimbabwe has been coaching and mentoring of leaders. How significant are these in business. Cite examples to support your answer. **[25 marks]**

**QUESTION 6**

How can organisations utilize Human Resource Development in preparing employees for the prevailing turbulent environment? **[25 marks]**

**END OF EXAMINATION QUESTION PAPER**

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