



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL MANAGEMENT

COURSE CODE : CHR 402
COURSE TITLE : EMPLOYEE RESOURCING
DURATION : 3 HOURS
LEVEL : 4.1
DATE : 12 JUN 2024
SPECIAL REQUIREMENTS :

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions. (Level 1.1 to level 2.2)
3. Answer **QUESTION ONE (1)** and any other **THREE (3)** questions.
(Level 4.1 and 4.2)
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

ANSWER ONE QUESTION

QUESTION 1 – COMPULSORY

Selection is the process of assessing individuals and their job applications in order to find the most suitable candidate for the job role. When selecting a candidate, it is important that the individual matches the culture of the business as much as the job role itself. This ensures that the candidate will fit into the role seamlessly and will not disrupt how the business functions.

At this stage a number of techniques are used in order to reveal attributes, skills and the qualifications that an individual possesses. Candidates that possess the relevant attributes, skills and qualifications are more desirable to organisations as they require less vigorous training and are less likely to make mistakes. Reliable and valid techniques often generate the business results for the organisation.

- a) What is the difference between recruitment and selection? **(15 marks)**
- b) Why is it relevant to have a recruitment policy? **(10 marks).**

SECTION B

ANSWER ANY THREE QUESTIONS

QUESTION 1

Many firms have retention plans in place in order to prevent the loss of employees.

Explain in brief the meaning of the following terms

- a) Employee retention Plan **(5 marks)**
- b) attitude surveys, **(5 marks)**
- c) salary surveys, **(5 marks)**
- d) training needs analysis and **(5 marks)**
- e) Exit interviews. **(5 marks)**

QUESTION 2

When there are collective redundancies, firms are required to run redundancy consulting. Discuss this statement. (25 marks).

QUESTION 3

What is the strategic Importance of employee resourcing to human resources management?
(25 marks)

QUESTION 4

It is of paramount concern that organizations should be able to maintain a dynamic labour force in order to achieve better performance. Explain in detail how, as an HR Manager, you can foster a culture of good staff retention. (25 marks)

QUESTION 5

“Hiring too many people or too few employees can both generate problem in the business”. Discuss. (25 marks)

END OF EXAMINATION QUESTION PAPER

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