



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS.

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL  
MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR 412  
COURSE TITLE : HUMAN RESOURCES ANALYTICS  
DURATION : 3 HOURS  
DATE : 14 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 – COMPULSORY**

**Read the following extract and answer the question below.**

With the advance of technology, organisations are starting to see new ways to collect, calculate, process, report and use data that will help the organisations to bring benefits to companies. In Europe, the use of analytics has been embraced in the past two decades. Industries have grown to uncharted heights in United Kingdom (UK) due to the acceptance of this business model. In Africa, very few companies have realised the need to use HR analytics in measuring performances and use data in board meeting explaining facts and figures.

### **QUESTION 1**

- a) In your own view, why HR analytics hasn't been embraced in Africa? **(10 marks)**.
- b) Explain in detail the relevance of using HR Analytics in the workplace? **(15 Marks)**

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

### **QUESTION 2**

Using an organization of your own choice, discuss the significance of carrying out a Job Evaluation exercise. **(25 Marks)**.

### **QUESTION 3**

New technology brings along improved processes in managing the human assets in the workplace. Explain in detail the relevance of technology and how it is applied in measuring performances? **(25 Marks)**

### **QUESTION 4**

- a) What are the challenges faced by most corporates in implementing and sustaining the exercise? **(10 marks)**.
- b) What is the significance of using psychometric tests in recruitment and selection? **(15 Marks)**.

**QUESTION 5**

Result Based Monitoring (RBM) and Balance Score Card (BSC) all measures human capital performances. In detail explain the difference between the two and the benefits of each method. **(25 marks)**.

**QUESTION 6**

*With the advance of technology, organisations are starting to see new ways to collect, calculate, process, report and use data that will help the organisations to bring benefits to companies. In Europe, the use of analytics has been embraced in the past two decades. Industries have grown to uncharted heights in United Kingdom (UK) due to the acceptance of this business model.*

Analyse and comment on the reason why In Africa, very few companies have realised the need to use HR analytics in measuring performances and use data in board meetings. **(25 marks)**.

**END OF EXAMINATION QUESTION PAPER**

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