



ZIMBABWE EZEKIEL GUTI UNIVERSITY

**FACULTY OF HERITAGE, HUMANITIES AND SOCIETAL
ADVANCEMENT**

DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY

EXAMINATION PAPER

COURSE CODE : CHR 211

COURSE TITLE : TALENT MANAGEMENT

DURATION : 3 Hours

LEVEL : 2:1

DATE :

26 SEP 2025

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 []

QUESTION ONE

Rewards do not create a lasting commitment, they merely temporarily change what people do. Discuss this assertion with the aid of examples in relation to Talent Management. **[25 marks]**

QUESTION TWO

Examine the recruitment and selection processes of an organisation of your choice. Discuss how these processes can be modified for better talent attraction and retention. Use examples in your answer. **[25 marks]**

QUESTION THREE

What do you understand by the term Talent Management? Discuss with the use of examples, the factors influencing a successful Talent Management strategy. **[25 marks]**

QUESTION FOUR

With specific reference to Intellectual Capital Theory, justify the need to invest in Human Capital. **[25 marks]**

QUESTION FIVE

Discuss any three (3) Talent Management strategies that an organisation may adopt for competitive advantage. **[25 marks]**

QUESTION SIX

- a. What is a knowledge worker **[5 marks]**
- b. What Human Resource Management challenges can be expected in dealing with knowledge workers with respect to Talent Management **[20 marks]**

END OF EXAMINATION PAPER

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