



**ZIMBABWE EZEKIEL GUTI UNIVERSITY**

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

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**DEPARTMENT OF SOCIAL WORK AND APPLIED PSYCHOLOGY**

**EXAMINATION PAPER**

**COURSE CODE** : CHR413  
**COURSE TITLE** : HUMAN RESOURCE ANALYTIS  
**SPECIAL REQUIREMENTS** : NONE  
**DURATION** : 3 Hours  
**LEVEL** : 4.1  
**DATE** : 24 NOV 2025

**INSTRUCTIONS TO CANDIDATES:**

1. No cell phones are allowed in the examination venue.
2. Answer any **FOUR (4)** questions.
3. The number of marks for each question or part question is shown in brackets [ ]
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

**Question One (25marks)**

To what extent can the Miles & Snow Typology be applied when doing HR forecasts in different organizations.

**Question two (25marks)**

Discuss the utility of any 3 qualitative HR forecasting techniques.

**Question three (25marks)**

Examine the 3 main HR data sources for Analytics

**Question four (25marks)**

With reference to any HR metrics of your choice contrast efficiency from effectiveness

**Question five (25marks)**

With reference to any metrics of your choice, discuss the utility of internal and external benchmarking of standards.

30/20 pm