



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF APPLIED SOCIAL SCIENCES
HUMAN RESOURCE MANAGEMENT DEPARTMENT
TALENT MANAGEMENT
CODE: SSHR 215

SESSIONAL EXAMINATION

MARCH 2022

DURATION: 3 HOURS

EXAMINER: MR B. CHISIRI

INSTRUCTIONS & INFORMATION

- 1. This paper contains 2 sections with 6 Questions*
- 2. Section A is compulsory*
- 3. Answer any **three** other questions from Section B*
- 4. Total marks 100*
- 5. You are reminded of the need for good English and clear presentation in your answers*

SECTION A

1. Discuss any **five** significances of talent management to Manicaland State University of Applied Sciences. **(25 marks)**

SECTION B

2. 'Talent management strategy requires a strong investment in total rewards.'
- a) Explain any **five** benefits of total reward strategy to Talent Management process. **(10 marks)**
 - b) Examine the elements of a total rewards program as part of a talent management strategy. **(15 marks)**
3. 'Performance management plays a critical role towards a successful talent management process in organisations' Discuss. **(25 marks)**
4. Explain the following terms as used in Talent Management;
- a) (i) Labour Market mapping. **(3 marks)**
 - ii) On-boarding. **(3 marks)**
 - iii) Joiner's Survey. **(3 marks)**
 - iv) Calibration. **(3 marks)**
 - v) Attraction Analysis **(3 marks)**
 - b) Explain any **five** reasons why a good employer brand is critical for any organisation. **(10 marks)**
5. a) Distinguish between the inclusive and exclusive approaches to talent management. **(10 marks)**
- b) Discuss any **five** reasons why most workforce diversity initiatives fail in organisations. **(15 marks)**
6. Examine any **five** strategies which managers can adopt to retain key staff in the organisation. **(25 marks)**

END OF EXAMINATION