



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT

TALENT MANAGEMENT

CODE: SSHR215

SESSIONAL EXAMINATIONS

DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: MR K CHATIZA

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## 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.*
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## **SECTION A**

1. Public Healthcare Institutions (PHIs) in Zimbabwe are experiencing perennial shortage of doctors and nurses aggravated by outmigration. As the newly appointed HR Attaché, prepare a position paper for the HR Director, recommending **five** strategies he could use to address this talent shortage.  
**(25 marks)**

## **SECTION B**

2. Performance management has a significant role in talent management in an organization. Discuss. **(25 marks)**
3. Examine any **five** significances of effective talent management to any organization of your choice. **(25 marks)**
4. 'Succession planning is increasingly becoming important in modern organisations'. Discuss. **(25 marks)**
5. Analyse any **five** challenges that managers face in retaining talent in the Private Sector. **(25 marks)**
6. a) Explain any **five** causes of talent departure in government institutions. **(10 marks)**  
b) Examine any **five** reasons why a good employer brand is critical for any organisation. **(15 marks)**

**END OF EXAMINATION**