



MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

EMPLOYEE RESOURCING

CODE: SSHR 222

SESSIONAL EXAMINATION

DECEMBER 2023

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. 'For an organisation to attract the best prospective job candidates during the recruitment exercise, the attractive elements must be alive.' Examine any **five** attraction elements which the organisation should have in place for them to attract the best candidates for existing vacancies. **(25 marks)**

SECTION B

2. Examine the Resource Based View (RBV) by Barney as an underpinning theory in Employee Resourcing. **(25 marks)**
3. Discuss any **three** benefits and **two** downsides of E-recruitment to contemporary organisations. **(25 marks)**
4. Examine any **five** factors you should consider when ascertaining the future human capital needs of an enterprise of your choice. **(25 marks)**
5. Examine any **five** forms of tests which can be used in the selection of potential candidates in an organisation of your choice. **(25 marks)**
6. In his end of year report, the Managing Director (MD) of Benards Beverages emphasised that, '*the success of contemporary and future organisations depends on the quality of their employees.*' As the HR advisor to the MD, suggest any **five** initiatives you would recommend to keep highly qualified employees engaged. **(25 marks)**

END OF EXAMINATION