MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

HUMAN RESOURCE MANAGEMENT DEPARTMENT

HUMAN RESOURCE DEVELOPMENT

CODE: SSHR413

SESSIONAL EXAMINATION

DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: DR KAJONGWE C

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. As one of the Human Resource Development manager at your organisation, discuss any **five** factors you would consider when designing human resource development strategy to spearhead employee performance. **(25 marks)**

SECTION B

2. 'The major objective of performing a Gap Analysis is to compare your projections of the existing workforce adjusted for implementation of human resource development strategies for employees to perform the work functions'. In light of the assertion, discuss the utility of Gap Analysis in human resource development planning in an organisation. **(25 marks)**

3. Discuss the relationship between Human Resource Management and Human Resource Development. **(25 marks)**

4. Examine any **five** external influences of employee behaviour at the workplace. **(25 marks)**

5. Discuss the effect of employee motivation at the workplace using the following theories:
   (i) Expectancy Theory **(5 marks)**
   (ii) Goal Setting Theory **(6 marks)**
   (iii) Social Learning Theory and **(7 marks)**
   (iv) Equity Theory **(7 marks)**

6. Analyse any **five** implications of Needs Assessment in formulating Human Resource Development policies in an organization. **(25 marks)**

END OF EXAMINATION