



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES  
HUMAN RESOURCE MANAGEMENT DEPARTMENT  
HUMAN RESOURCE AND ORGANISATIONAL DEVELOPMENT  
CODE: HHRM 414

SESSIONAL EXAMINATION  
DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: MR B. CHISIRI

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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. Discuss any **five** human resource managers' roles in Organisational Development process (OD). **(25 marks)**

## **SECTION B**

2. Examine the Human Capital Theory as it relates to HRD. **(25 marks)**
3. Evaluate any **five** benefits accruing to institutions through developing its own internal personnel to fill emerging positions. **(25 marks)**
4. Discuss any **five** organisational career development support activities which can be implemented in any private sector organisation in Zimbabwe. **(25 marks)**
5. Human Resource Development (HRD) is more than a justified intervention in attaining organisational competitiveness. Discuss. **(25 marks)**
6. Examine the Kirkpartrick's (1994) Four – level evaluation model. **(25 marks)**

**END OF EXAMINATION**