



# MANICALAND STATE UNIVERSITY OF APPLIED SCIENCES

## FACULTY OF AGRIBUSINESS AND APPLIED SOCIAL SCIENCES

APPLIED PSYCHOLOGY DEPARTMENT

HUMAN RESOURCE PSYCHOLOGY

CODE: HPSY 221

SESSIONAL EXAMINATIONS

DECEMBER 2023

DURATION: 3 HOURS

EXAMINER: MR E.T. DONDO

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### ***INSTRUCTIONS***

- 1. Answer any **FOUR** questions.*
  - 2. Total marks **100**.*
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**Question 1**

Evaluate the applicability of Donald E. Super's career development model **(25 marks)**

**Question 2**

With the aid of examples, discuss the benefits of Human Resource Planning to an organization of your choice **(25marks)**

**Question 3**

Illustrate the importance of assessment centers to modern day firms **(25 marks)**

**Question 4**

Outline the merits and demerits of tests used in employee selection. **(25 marks)**

**Question 5**

Assess any five barriers of knowledge management within an organization. **(25 marks)**

**Question 6**

Evaluate the benefits of workplace counseling to both the employer and the employee. **(25 marks)**

**END OF EXAMINATION**