



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN
RESOURCES, INDUSTRIAL & LABOUR RELATIONS**

TALENT MANAGEMENT

HHRM 229

PART 2 SEMESTER 2

Total Marks [100]

DATE: APRIL 2024

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other **three (3)**
3. Each question carries *25 marks*
4. Start each question on a new page

1. 'Talent Management improves the effectiveness and efficiency of many organizations'. Discuss this assertion citing relevant examples. (25 marks)
2. Discuss five methods that can be employed to retain the talent in the organization in a fragile economy (25 marks)
3. Use an organization of your choice to examine the idea that 'talent management is a competitive differentiator'. (25 marks)
4. Citing practical examples, examine any 5 strategies that organisations may use to address the skills gap challenge. (25marks)
5. Examine the talent employee life cycle in an organisation of your choice. (25marks)
6. With reference to an organization of your choice, discuss how an organization may improve its talent management. (25 marks)

END OF PAPER