



ZIMBABWE

**MINISTRY OF HIGHER AND TERTIARY EDUCATION,
INNOVATION, SCIENCE AND TECHNOLOGY DEVELOPMENT**

**HIGHER EDUCATION EXAMINATIONS COUNCIL
(HEXCO)**

HIGHER NATIONAL DIPLOMA

**IN
HUMAN RESOURCES MANAGEMENT**

MODULE: Talent Management

PAPER NO: 702/24/M03

DURATION: 3 Hours

JUNE 2026 EXAMINATION

REQUIREMENTS

Booklet

INSTRUCTIONS TO CANDIDATE

- 1. Answer any five (5) questions.**
- 2. All questions carry equal marks.**

PAPER NO: 702/24/M03- TALENT MANAGEMENT

QUESTION 1

Explain any three (3) approaches to talent management. (20 marks)

QUESTION 2

Discuss any five (5) effects of talent management systems on organisations. (20 marks)

QUESTION 3

Analyse any five (5) roles of Human Resources Management in talent management. (20 marks)

QUESTION 4

Explain the steps in the talent acquisition process. (20 marks)

QUESTION 5

Discuss any five (5) employee retention strategies in use at workplaces today. (20 marks)

QUESTION 6

Examine any five (5) factors to consider for talent planning. (20 marks)

QUESTION 7

Analyse any five (5) tips for implementing an effective talent management strategy. (20 marks)

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