



**NAMIBIA UNIVERSITY
OF SCIENCE AND TECHNOLOGY**

FACULTY OF COMMERCE, HUMAN SCIENCES AND EDUCATION

DEPARTMENT OF MANAGEMENT

QUALIFICATION: BACHELOR OF HUMAN RESOURCES MANAGEMENT	
QUALIFICATION CODE: 08HHRM	LEVEL: 8
COURSE CODE: CBT811S	COURSE NAME: CAPACITY BUILDING AND TALENT MANAGEMENT
DATE: JUNE 2022	PAPER: THEORY
DURATION: 3 HOURS	MARKS: 100

1 ST OPPORTUNITY EXAMINATION QUESTION PAPER	
EXAMINER(S)	Ms Martha Namutuwa Mr. Odilo Sikopo
MODERATOR:	Mr. B.U Shikongo

INSTRUCTIONS
1. Answer ALL the questions. 2. Write clearly and neatly. 3. Number your answers clearly.

PERMISSIBLE MATERIALS

1. Examination paper
2. Examination script

THIS QUESTION PAPER CONSISTS OF 2 PAGES (Including this front page)

Question 1.

- (a) Discuss the objectives of rewarding talent in emerging markets. **(10)**
- (b) Discuss the impact of globalization on remuneration of talent in emerging Markets. **(10)**

Question 2.

Imagine you are hired as a Talent Manager, Evaluate talent management and variable pay and advise your organisation how to align this variables to the business strategy? **(20)**

Question 3:

Evaluate the core elements of an integrated talent management approach. **(20)**

Question 4:

- a. Discuss the characteristics of an inclusive leader. **(10)**
- b. An effective Leader require certain leadership qualities. Evaluate them. **(10)**

Question 5:

- a. Discuss the below recommended strategies in designing a framework to manage local talent using employment equity and diversity management legislation? We will need to indicate the strategies before the possible answers. **(10)**
- b. Evaluate the 4 dimensions that need to be addressed and institutionalized in order to ensure the diversity strategy succeeds? **(10)**

Total: 100

