



Investing in Africa's Future

COLLEGE OF BUSINESS AND MANAGEMENT SCIENCES

NHRM 403 EMPLOYEE MENTORING AND TALENT MANAGEMENT

END OF SEMESTER EXAMINATION

APRIL 2026

LECTURER: MRS. EUNICE BERE

INSTRUCTIONS

Answer **4 QUESTIONS**

Section A is compulsory.

Choose any **three** questions in **Section B**

Write legibly.

Credit is given to the application of theory and practice

Section A compulsory

1. Answer the following:
 - a. Explain the benefits of mentoring for the mentor and mentee [**5marks**]
 - b. Explain any **three** key factors that are driving the adoption of modern employee mentoring practices [**15 marks**]
 - c. Examine the opportunities and challenges of modern employee mentoring approaches. Illustrate with examples. [**20 marks**]

Section B: Answer any 3 questions.

2. Using the social learning theory as a framework, evaluate the effectiveness of mentoring programs in promoting professional development. [**20marks**]
3. Discuss the key components and application of any talent management model in an organisation of your choice. [**20 marks**]
4. Using examples illustrate how organisational culture shapes employee recruitment, development, and retention strategies. [**20 marks**]
5. Discuss how team building initiatives can be integrated into talent management programmes to create a sustainable cohort of future leaders in an organisation. [**20marks**]
6. Compare and contrast the utility of transformational and servant leadership styles as talent management tools [**20marks**]

END OF EXAMINATION