

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

O DEL

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 303: CAREER MANAGEMENT

STREAMS:BCOM/O DEL

TIME: 2 HOURS

DAY/DATE: TUESDAY 30/03/2021

8.30 A.M – 10.30 A.M

INSTRUCTIONS:

Answer question one and any other two questions

Question one

- (a) Maxland Ltd owns and operates 20 hotel resorts, conference centre and restaurant properties in the coast region. It has 200 employees in various locations performing different duties and in different positions in the organization hierarchy. Peterson one of middle level managers in one of the hotel resorts is keen in understanding and managing his career.
- (i) Explain the sources from which Peterson will gain knowledge from in order to accomplish his objective. [8 marks]
- (ii) Explain the relevance of career management knowledge to Maxland Ltd. employees and to the organization. [12 marks]
- (b) Career decisions are made throughout the lifespan of a person. Explain the methods that a person should use to enhance personal career growth and impact of career decisions on a person's lifestyle. [10 marks]

QUESTION TWO

- (a) Explain job related causes of stress and indicate individual and organizational methods of dealing with this kind of stress. [10 marks]
- (b) Describe the factors that individual should consider before deciding on the career path that should be adopted. [10 marks]

QUESTION THREE

- (a) The management of Booklink has decided to enhance career of its employees. Advice them on dimensions of career management that ought to be considered during this process and possible hindrance that may affect accomplishment of this exercise. [12 marks]
- (b) Explain the perspectives of career management and indicate circumstances under which a person maybe viewed as successful in their careers. [8 marks]

QUESTION FOUR

- (a) Discuss the components of a career development system and the benefits that employees derive from its development. [10 marks]
- (b) Explain the importance of mentorship programme in career choice and development to college students that are about to complete their basic education. [10 marks]
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