

**CHUKA UNIVERSITY
EXAMINATION FOR THE AWARD OF BACHELOR OF COMMERCE DEGREE**

**BCOM 303: CAREER MANAGEMENT
STREAM/ODEL**

DATE/DAY

TIME: 2 HOURS

INSTRUCTIONS

Answer Question ONE and any other TWO Questions

QUESTION ONE

(a) Meditech. has been planning on ways of assisting employees in development of their careers. In a recent meeting the human resource manager was requested to assist in development of career management policy. One of the main activities during this process is conducting a training to sensitize employees on career path and goals.

Required:

(i) Explain the main areas in which the career policy ought to address. (10 marks)

(ii) Explain the roles of various internal stakeholders that may be involved in career policy development and management. (10 marks)

(b) Describe the career stages and possible problems that might be encountered at each stage (10 marks)

QUESTION TWO

(a) Describe the characteristics of an effective career path. (8 marks)

(b) Mike and James have always applied for the same white color jobs. Explain the reasons why James always gets a positive response while Mike has never secured any job position. (12 marks)

QUESTION THREE

(a) Explain the methods that organization may use in order to ensure effective succession management for various job categories. (10 marks).

(b) Explain the sources from which graduates of various professions may seek information regarding vacant positions in the job market. (10 marks)

QUESTION FOUR

(a) Describe the factors that influences a person to pursue a specific career and circumstances that may make the individuals perceive like they are in the wrong career. (12 marks)

(b) Describe the challenges that organizations face when managing employees' careers. (8 marks)

