

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF
COMMERCE

BCOM 356: EMPLOYEE RESOURCING

STREAMS: BCOM (ODEL)

TIME: 2 HOURS

DAY/DATE: FRIDAY 23/07/2021

8.30 A.M. – 10.30 A.M.

INSTRUCTIONS:

- Answer question one and any other two questions

QUESTION ONE

(a) Mawingu forest society based in a mountainous region is a community organization that provides services to the society. In its headquarters, the organization has resolved that it will adhere to the one third gender rule on all departments and that vacant positions will be filled from the internal sources as the human resource policy indicates. However, a section of employees expressed concern that employment ought to be on merit without considering any other factor.

- Explain the merits and demerits attributed to implementation of the gender rule by Mawingu forest society. (10 marks)
 - Explain the merits and demerits of the recruitment method adopted by Mawingu forest society. (8 marks)
- (b) Mary has been in a new organization for the past however, she has decided to resign sighting lack of adequate induction. Explain problems in different induction levels that may have contributed to her frustrations. (12 marks)

QUESTION TWO

- (a) Explain the reasons why some organizational are able to attract and retain competent employees compared to others. (8 marks)
- (b) Explain the process adopted for internal and also external recruitment. (12 marks)

QUESTION THREE

- (a) Peterson reported to his new work station and was assigned tasks that did not match his skills or competences. Explain the consequences of this action to Peterson and the organization. (10 marks)
- (b) Headhunting is a recruitment method may be used by some organizations. Explain the advantages and disadvantages of using this method of recruitment. (10 marks)

QUESTION FOUR

- (a) Explain the problems encountered during human resource planning and suggest possible solutions that may be applied by organizations. (12 marks)
 - (b) Motorlanes Ltd. is a multinational firm that intends to start a car spare manufacturing plant in the country. Majority of employees expected to work in this company will be recruited locally. Explain human resources methods of ensuring employees are attracted to job offers by Motorlane ltd. (8 marks)
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