

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE OF
BACHELOR OF COMMERCE AND BACHELOR OF WILDLIFE AND ENTERPRISE
MANAGEMENT**

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: BCOM Y3 S1

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 24/3/2021

8.30 AM – 10.30 AM

INSTRUCTIONS:

- Answer question ONE (Compulsory) and any other Two.
- Do not write on the question paper.

QUESTION ONE

- (a). Metrolix Ltd. has been in existence for six years and manufactures perishable products for the local market. The Chief Executive Officer of this multinational company has appointed a committee to develop a human resource plan for the organization.
- (i) Describe the characteristics that the Chief Executive Officer ought to identify from the human resource plan once presented for use in the company. [8 Marks]
- (ii) Explain the problems that the committee will experience when developing the human resource plan. [12 Marks]
- (b) The hotel industry sometimes experiences high customer demand for its services and at times low demand. As the human resource manager describe the methods that may be used to deal with each of these situations. [10 Marks]

QUESTION TWO

(a) Employee diversity has led to introduction of a balanced approach on allocation of job opportunities. Describe the benefits to employees and the organization of ensuring gender balance in employment opportunities. [10 Marks]

(b) Describe manager development strategies that organizations may apply and circumstances under which managers may also be trained. [10 Marks]

QUESTION THREE

(a) Basing your argument on employee separation describe the methods that organizations may use to reduce employee turnover. [10 Marks]

(b) Fruitlike Ltd. intends to open new branches in two more regions. Explain the factors that will influence determination of the best employees that will competitively serve in these regions. [10 Marks]

QUESTION FOUR

(a) Explain the factors considered during skills inventory and indicate its relevance to organizations. [10 Marks]

(b) Stevron lamented that he has not secured a job despite attending many interviews. Describe problems related to Stevron as the job applicant that may be contributing to this scenario. [10 Marks]

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