

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: BSC NARE Y4S2

TIME: 2 HOURS

DAY/DATE: MONDAY 20/09/2021

11.30 A.M – 1.30 P.M

INSTRUCTIONS

Answer question one and any other two questions

QUESTION ONE

Daimler is a global organization that blends people and technology. This company purchases a total of 10,000 different items from 100 suppliers. The entire process is coordinated efficiently by a combination of high technology with supplier assistance. The company learns about new products and services through technology.

- (a) Explain the methods that global organizations may use in order to ensure they maintain a highly skilled workforce. [10 marks]
- (b) Employee profiles are of great necessity to an organization. Using examples justify this statement. [8 marks]
- (c) Distinguish between the following:
 - (i) Human resource demand forecasting and human resource supply analysis. [4 marks]
 - (ii) Delphin technique human resource forecasting method and ratio method. [8 marks]

QUESTION TWO

- (a) Explain the significance of human resource plans at different levels of an organizations hierarchy. [8 marks]
- (b) Discuss the significance of human resource planning in educational institutions. [12 marks]

QUESTION THREE

- (a) As a human resource consultant, you have requested to spearhead a skills audit for a county government. Explain the aspects that you will assess during this exercise and challenges you may encounter during this process. [12 marks]
- (b) Describe the characteristics that distinguish an effective from an ineffective human resource plan. [8 marks]

QUESTION FOUR

- (a) Explain the procedure you would recommend for introducing newly recruited employees into an organization and problems that should be avoided at each stage. [12 marks]
- (b) Human resource planning provides a basis of implementing other resource practices. Describe such human resource practices and their relevance in an organization. [8 marks]
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