

CHUKA



UNIVERSITY

**UNIVERSITY EXAMINATION
RESIT/SUPPLEMENTARY / SPECIAL EXAMINATIONS
EXAMINATION FOR THE AWARD OF BACHELOR OF COMMERCE**

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS:

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 03/11/2021

2.30 P.M - 4.30 P.M.

INSTRUCTIONS:

- **Answer Question ONE and any other TWO Questions**

QUESTION ONE

(a) Macleenscity was one of the most advanced cities manufacturing garments in the country. The garment manufacturing business had prospered along with industrialization of the town. In less than a decade more garment manufacturing factories have emerged and business volume started to decline. Medilit Ltd is one of the garment companies that has witnessed tremendous decline on demand of its products. The dilemma is that majority of employees are on permanent and pensionable terms and job underload exists among majority of staff.

- (i) Explain challenges that Medilit ltd. may face and ways in which it may deal with employee related challenges. (10 marks)
- (ii) Describe human resource related methods that that the company should apply at introduction, growth and decline life cycle stages (10 marks)
- (b) Explain the causes of labour turnover and possible solution to this problem in an organization. (10 marks)

QUESTION TWO

- (a) Business volume in the hotel industry may increase due to varying factors leading to trickle down effect on demand and supply of labour. Suggest human resource related

methods that organizations may use to cope with low and high business volume and also when business volume is low. (12 marks)

- (b) Explain the reasons why it's important for organizations to have effective human resource plans. (8 marks)

QUESTION THREE

- (a) Linkland Ltd. recruited new tour guides a few months and intends to conduct an off-the-job training for the entire group. Explain the reasons that may have influenced adopting of this training method by the organization.
- (b) Some organizations have better human resource plans than others. Justify this statement by indicating the features that distinguish a good and a bad human resource plan.

QUESTION FOUR

Mambotech Tourist resort has been having an increase in number of both local and international tourists and hence wants to recruit an operations manager.

- (a) As the human resource manager advice, the top management on positive and negative consequences of recruiting the manager from within the organization. (8 marks)
- (b) Prepare a job description for a human resource manager and indicate the ways in which information from this document may be utilized. (12 marks)
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