

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE OF
BACHELOR OF COMMERCE**

BCOM 356: EMPLOYEE RESOURCING

STREAMS: BCOM / ODEL

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 31/3/2021

8.30 AM – 10.30 AM

INSTRUCTIONS:

(a) Janice reported back in the country after working as a human resource manager of a multinational firm in a foreign country. On her return she has been appointed as a new human resource manager of a growing telecommunication firm. She is expected to address all employees on her new role in the company.

(i) Explain the roles of Janice in the new organization. [10 Marks]

(ii) Explain the challenges that the new human resource manager will face in the process of performing her duties. [10 Marks]

(b) Mwenda Kazi ltd. is a leading manufacturing firm that deals with house hold goods. In the last five years the company has not attracted many job applicants even after advertising.

Explain the reasons that makes the company not to attract and retain competent employees. [10 Marks]

Marks]

QUESTION TWO

a) A lobby group has organized a protest match to the local county council head quarters indicating lack of inclusion of various groups and transparency in recruitment processes over a duration of time. Explain main reasons that may have led to this conclusion. [10 Marks]

b) Some employees find their jobs boring and monotonous. Suggest ways in which jobs may be made interesting and challenging in organizations. [10 Marks]

QUESTION THREE

- a) Describe the factors that influence placement of an employee into a particular job after recruitment. [8 Marks]
- b) Explain the contents of job analysis and importance of conducting this exercise in public institutions. [12 Marks]

QUESTION FOUR

- a) Mcwell Ltd has resolved that exit interviews be conducted for all staff leaving the organization. Explain ways in which information derived from these interviews may benefit the company. [8 Marks]
 - b) Describe the scientific recruitment process that may be adopted by organizations. [12 Marks]
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