

**CHUKA**



**UNIVERSITY**

**UNIVERSITY EXAMINATIONS**

**FIRST YEAR EXAMINATION FOR THE AWARD OF MASTER OF  
BUSINESS ADMINISTRATION**

**MBAD 844: HUMAN RESOURCE PLANNING**

**STREAMS: MBAD**

**TIME: 3 HOURS**

**DAY/DATE: WEDNESDAY 07/04/2021**

**8.30 A.M. – 11.30 A.M.**

**INSTRUCTIONS: ANSWER ALL QUESTIONS**

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**QUESTION ONE**

(a) Mamboleo is a fast growing transport company that has a fleet of vehicles. The company operates in several towns and has offices in six different locations. During the holiday season transport services are in high demand and the company has decided to open two more branches and to prepare a human resource plan that will address the current and projected company growth of the next years. The human resource manager has been mandated to organize a committee which should present a draft proposal of the human resource plan.

(i) Describe the process that will ensure that the human resource planning exercise is successful [10 marks]

(ii) Explain human resource methods that may be used to successfully deal with the business cycle stages that the company is in and that which is projected.

[10 marks]

**QUESTION TWO**

(a) Many human resource forecasts are exposed to many challenges. Explain such challenges and propose the methods that may be used to deal with them. [12 marks]

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- (b) The rate of unemployment poses a challenge to many developing countries. Suggest ways in which majority of unemployed persons may be encouraged to utilize their skills and abilities. [8 marks]

**QUESTION THREE**

- (a) Using examples discuss the relevance of human resource planning to organizations that deal with seasonal businesses. [12 marks]
- (b) Maclick Ltd intends to internally recruit a person for the position of chief executive officer. Explain the factors that will influence choice of the person to occupy this post. [8 marks]

**QUESTION FOUR**

- (a) Training employees ensures that they possess the right competencies to perform different organizational tasks. Explain the reasons for applying on-the-job training for an organizations technical staff. [10 marks]
- (b) Explain the effects of declaring redundancy both to employee leaving the organization and to those left to continue working for the organization [10 marks]
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