

CHUKA



UNIVERSITY

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**EXAMINATION FOR THE AWARD OF DEGREE OF MASTER OF BUSINESS
ADMINISTRATION**

MBAD 844: HUMAN RESOURCE PLANNING**STREAMS: MBAD****TIME: 3 HOURS****DAY/DATE: WEDNESDAY 14/07/2021****02.30 P.M. – 5.30 P.M.****INSTRUCTIONS:**

- Answer ALL questions.

QUESTION ONE**A WORLD CLASS ORGANIZATION**

Businesses cannot afford to stand still in their profit history. They must improve their ability to deliver high quality goods and services at competitive prices or they will soon fail to exist.

Simply stated, businesses now use competitive advantage to invade international markets, and local companies must now meet this challenge through competent and highly trained employees.

Many organizations must plan for human resources that will sustain the business market share for an extended period of time.

- Explain the factors that business organizations should consider when head hunting for potential employees. (10 marks)
- “Business cannot afford to stand still.” Basing your argument on human resource activities explain the cause of ‘business standing still’. (10 marks)

QUESTION TWO

- Explain the ways in which specific macro environment factors may limit effectiveness of human resource plans to global organizations. (12 marks)

- (b) Macleans has been requested to spearhead the recruitment exercise of the deputy human resource manager. Explain to Macleans the guidelines that interviewers should observe in order to ensure that the interview process is successful. (8 marks)

QUESTION THREE

- (a) Some organizations experience ups and down in their profit history. Explain human resource strategies that maybe adopted at growth and maturity stages in an organization's life cycle. (12 marks)
- (b) Midland ltd. intends to develop a training policy. Explain the guidelines that the training policy should provide to the organization and its stakeholders. (8 marks)

QUESTION FOUR

- (a) After independence many developing countries had a shortage of technical staff in different areas. However, ten (10) years later the same countries had a bloated wage bill. Explain the reasons that may have caused inadequate performance in some public organizations and methods that may have been used to solve this problem. (10 marks)
- (b) Human resource planning is not planning for plannings sake. Discuss this statement. (10 marks)
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