

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: BCOM (ODEL)

TIME: 2 HOURS

DAY/DATE: TUESDAY 06/08/2019

2.30 P.M. – 4.30 P.M.

INSTRUCTIONS:

Answer question ONE and any other TWO questions

QUESTION ONE

- (a) Describe the human resource planning process and indicate problems that maybe encountered at each stage. (12 marks)
- (b) Explain the use of the following to an organization
 - (i) Employee profiles (4 marks)
 - (ii) Skills inventory (4 marks)
- (c) Explain the ways in which an organization may deal with excess supply of labour. (10 marks)

QUESTION TWO

- (a) Distinguish between a job description from a job specification and indicate the uses of a job description. (12 marks)
- (b) Explain the reasons why an organization may rely on internal promotion for a management position. (8 marks)

QUESTION THREE

- (a) Explain the reasons for labour turnover in supermarkets and possible solutions to the problem. (10 marks)

- (b) The rate of unemployment is often considered high among the youth. Suggest the methods that may be used to address this problem. (10 marks)

QUESTION FOUR

- (a) Describe the contents of a human resource audit. (10 marks)
- (b) Explain the factors that may be considered in order to link an organizations business strategy with human resource activities. (10 marks)
-