

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

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

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: BCOM /WIEM

TIME: 2 HOURS

DAY/DATE: TUESDAY 03/12/2019

11.30 AM – 1.30 PM

INSTRUCTIONS:

Answer Questions One and any other Two Questions

- (a) Flour farm ltd, a company that deals with detergents has been experiencing losses for the past five years. A human resource consultant recently noted that some employees were arriving late for work in the morning while others left before the scheduled time. Despite constant meetings to address mismanagement of resources some machines kept malfunctioning and were being operated by untrained personnel. Information sent to employees was at times not communicated or was delivered after a long time.

Required:

- (i) Discuss the most appropriate method of training that may be used in flour firm ltd. [12 marks]
- (ii) Justify on the reasons why employees of flour firm ltd require training. [10 marks]
- (b) Lincoln has been offered a consultancy job to conduct a human resource audit in an educational institution. Explain job related factors that he will consider during this process. [8 marks]
2. (a) Mary and John both applied for a position of a human resource manager advertised by Mclead ltd. Explain and justify on the selection methods that the company may adopt in order to select the most appropriate person for the job. [12 marks]
- (b) Analyze the factors that facilitate staff stability in organizations. [8 marks]

3. (a) Explain the ways in which information derived from an organizations stakeholders maybe utilized. [12 marks]
- (b) One of the causes of unemployment is concentration on white color jobs. Explain the strategies that the government may adopt in order to encourage acceptance of blue colour jobs by the youth. [8 marks]
4. (a) Some governments have excessive labour supply both at the national level and at devolved levels of governance. Using examples explain the ways in which this problem maybe dealt with. [10 marks]
- (b) A self-help group has opened supermarkets in different towns. Due to intensive competition and a high wage bill they intend to develop a human resource plan advise them on
- (i) Advantages of maintaining an effective human resource plan. [5 marks]
- (ii) Indicators of an effective human resource plan. [5 marks]
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