

**CHUKA**



**UNIVERSITY**

**UNIVERSITY EXAMINATIONS**

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

**BCOM 356: EMPLOYEE RESOURCING**

**STREAMS:**

**TIME: 2 HOURS**

**DAY/DATE: THURSDAY 12/04/2018**

**11.30 A.M. – 1.30 P.M.**

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**INSTRUCTIONS:**

- **Answer question ONE and any other TWO questions.**

**QUESTION ONE**

1. (a) Analyze the actions that an employer may take in order to ensure retention of highly competent employees. (10 marks)
- (b) Explain the challenges that maybe faced during human resource planning in an organization. (8 marks)
- (c) Assume you are a human resource manager in a large transport company. The chief executive officer has requested you to spearhead the selection process. As the lead interviewer explain your role before, during and after the interview. (12 marks)

**QUESTION TWO**

- (a) Explain job design options that an organization may adopt when addressing the need for internal recruitment. (10 marks)
- (b) Analyze the benefits that accrue to an organization that maintains an effective human resource plan. (10 marks)

**QUESTION THREE**

- (a) A large brewery company recently employed an expatriate as the new chief executive officer. Explain human resource challenges that the new staff will encounter and possible methods of dealing with the challenges. (8 marks)
- (b) Explain any four basic methods of job evaluation used by organizations. (12 marks)

**QUESTION FOUR**

- (a) Human capital is of great necessity to an organization. Argue the case for superiority of people as a resource compared to other resources of an organization. (10 marks)
- (b) It was found necessary that one third of employees in an organization be of either gender. Explain the reasons that may have led to enactment of this requirement. (10 marks)
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