

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE
OF BACHELOR OF COMMERCE

BCOM 303: CAREER MANAGEMENT

STREAMS: BCOM (Y3S2)

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 15/04/2020

2.30 P.M. – 4.30 P.M.

INSTRUCTIONS: Answer question ONE (1) and any other TWO

QUESTION ONE

Your friend John has landed on a very good job in the department of Human resource management of a reputable private organization. Most of his former university classmates are still looking for jobs and are congratulating John for securing employment in such a reputable organization. Unknown to them John is contemplating leaving the job after six months. He is simply bored, frustrated and finds no meaning in his job. He has just visited a professional counselor to share his feelings and after the discussion, it emerges that there is a mismatch between John's career anchor and his job.

Required:

- (a) Explain the meaning of the concept "career anchor" and five possible reasons why John finds himself in his frustrating position [10 marks]
- (b) Outline the possible courses of action that employees experiencing similar situation with John are likely to take. [10 marks]
- (c) Discuss possible factors that may have influenced John to take a career in the line of Human Resource Management [10 marks]

QUESTION TWO

- (a) Identify four objectives of career management and show the role that a manager should play in career counseling [12 marks]
- (b) Giving relevant examples, differentiate between a stress interview and group interview and show the circumstances under which each can be used. [8 marks]

QUESTION THREE

- (a) Explain the challenges that an employee may face in the following career stages and in each case give suggestions of what the organization can do to minimize the challenges.
 - (i) Establishment stage [6 marks]
 - (ii) Decline stage [6 marks]
- (b) Explain the key features of effective career paths of employees working in the educational sector [8 marks]

QUESTION FOUR

- (a) Explain the challenges that dual career couples are likely to experience in their lives and give suggestions of how such challenges can be minimized [12 marks]
 - (b) Discuss the benefits that may be enjoyed by an organization with an effective succession management practice. [8 marks]
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