

CHUKA



UNIVERSITY

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

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: BCOM (ODEL)

TIME: 2 HOURS

DAY/DATE: TUESDAY 14/04/2020

11.30 AM – 1.30 PM

INSTRUCTIONS:

Answer Question One and any other Two Questions

1. (a) Midland ltd has resolved that all human resource decisions will be made at its headquarters. The aim is to implement a strategy of reducing the number of employees working for the company. Intensive competition and global economic recessor has led to reduced level of the organization operations.
- (i) Explain the merits and demerits of the human resource management approach adopted by the company. [10 marks]
- (ii) Advice the company on methods of reducing the excess labour force. [10 marks]
- (b) Discuss the relevance of a human resource plan to an organization. [10 marks]
2. (a) Mackenzie a new employee was selected through the scientific recruitment and selection process. Analyze the selection process that led to his successful appointment. [12 marks]
- (b) Explain the relevance of job analysis data to public organizations. [8 marks]
3. (a) A human resource consultant complained that its difficult to obtain employee information. Advice the consultant on strategies of obtaining the needed

information.

[8 marks]

- (b) Prepare a job description of an assistant human resource manager indicating duties and responsibilities of the job position. [12 marks]
4. (a) Explain the importance of forecasting employment needs by a country. [10 marks]
- (b) The chief executive officer has instructed that a human resource audit be conducted. Explain the usefulness of data obtained to the organization. [10 marks]
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