

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF COMMERCE

BCOM 356: EMPLOYEE RESOURCING

STREAMS: BCOM

TIME: 2 HOURS

DAY/DATE: TUESDAY 14/04/2020

2.30 PM – 4.30 PM

INSTRUCTIONS:

Answer Question One and any other Two Questions

Question One

1. (a) Medilink Ltd intends to recruit a human resource manager. The following information was summarized from application forms.

	John	Mary
Experience	15 years	5 years
Age	75 years	35 years
Gender	Male	Female
Communication skills	45%	75%
Conceptual skills	60%	60%
Educational level	Diploma	Degree

Identify the person you would recommend and justify your answer. [10 marks]

- (b) Just as in interviews employees may not portray their real behavior during probation period. Explain the methods that supervisors may use in order to predict future performance levels of employees. [10 marks]
- (c) Explain the ways in which organizations may enhance employee participation and empowerment at the workplace. [10 marks]

2. (a) Explain job description options that organizations manipulate in order to deal with shortage of labour at the workplace. [8 marks]
- (b) Internal recruitment is better than external recruitment for senior management positions in organizations. Using examples discuss this statement. [12 marks]
3. (a) Analyse the importance of proper link between employee competence and job allocation in organizations. [10 marks]
- (b) The board of directors of medilance ltd resolved employment will be based on interviews. Explain the type of information provided by interviews that may not be deduced from questionnaires. [10 marks]
4. (a) Employee resourcing is one of the strategic role of the human resource department. Explain significance of this role towards effective performance of organizations. [10 marks]
- (b) Gender mainstreaming in an organizations departments and sections may at times be difficult to implement. Explain the factors that contribute to this scenario. [10 marks]
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