

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF BACHELOR OF COMMERCE

BCOM 303: CAREER MANAGEMENT

STREAMS: BCOM ODEL

DAY/DATE: THURSDAY 07/08/2025

TIME: 2 HOURS

8.30A.M. –10.30 A.M

ANSWER QUESTION ONE AND ANY OTHER TWO

QUESTION ONE

- a) Analyse the career stages that a long-term serving employee in an organization may have experienced in their career journey (10 Marks)
- b) Distinguish between career planning and succession planning (10 Marks)
- c) As the Hr manager in your organization, you have been tasked with the responsibility of advising your employees on the need to develop individual goals as they work towards organizational goals. Elaborate how individual and organizational goals may be aligned in career management. (10 Marks)

QUESTION TWO

- a) Explain the main benefits of career planning to an employee and employer in a given organization (10 Marks)
- b) What are dual career careers and what challenges are dual career couples likely to experience? (10 Marks)

QUESTION THREE

- a) Explain the main phases of career development (10 Marks)
- b) Describe the main components of career management system and possible give examples. (10 Marks)

QUESTION FOUR

- a) Elaborate the main career management initiatives that one can develop and describe the concept of career paths (12 Marks)
- b) Discuss and 4 career development programs that an organization can develop in an organization (8 Marks)