

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

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

BCOM 356: EMPLOYEE RESOURCING

STREAMS: BCOM

TIME: 2 HOURS

DAY/DATE: TUESDAY 11/04/2023

8.30 A.M. – 10.30 A.M.

INSTRUCTIONS: Answer question ONE and any other TWO questions

QUESTION ONE

- (a) Bahati enterprises, a manufacturing company that has been operating in Kenya and exporting products across borders has been experiencing challenges in retaining their staff. You have been hired as a human resource consultant to help them reduce their staff turnover which has seriously been affecting their company operations. Show the management any 5 strategies that they can embrace and boost staff retention thus reducing the turnover that has been sucking their profits. [20 marks]
- (b) Bahati Enterprises has been facing a crisis in hiring through out the year. Advice them on the key component of resourcing that they should revise and improve. [10 marks]

QUESTION TWO

- (a) Using the knowledge you have acquired in this unit, show the main objectives of employee resourcing. [10 marks]
- (b) You have attended a seminar on employee resourcing trends. Fortunately, you were asked with the responsibility of developing an employee requisition form. Explain what it entails and also describe the main content of the requisition document. [10 marks]

QUESTION THREE

- (a) Discuss any 4 types of interviews that can be applied in employee resourcing. [10 marks]
- (b) Discuss the main advantages and disadvantages of internal and external sources of recruitment. [10 marks]

QUESTION FOUR

- (a) Imagine you've just interviewed for what you believe is your dream job. The hiring manager, team, and CEO spent the entire interview process talking about the benefits, selling points, and key features of their open position. And you were the perfect fit. You can't wait to get started because you believe this will be a breeze. But then our first day comes. The work is nothing like they promised you, you're expected to stay hours longer than you thought, and you cant seem to really grasp what you're supposed to be doing. In other words, the job is not quite what you thought. And definitely misalignment of expectations occurs in your new position. Discuss the application of realistic job preview and explain how they would help alleviate the above scenario. [10 marks]
 - (b) Discuss any 5 retention strategies that one can use to enhance success of the HRM department and management of the employees. [10 marks]
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