

CHUKA



UNIVERSITY

## UNIVERSITY EXAMINATIONS

**THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF  
SCIENCE IN AGRICULTURE**
**BCOM 353: HUMAN RESOURCE PLANNING****STREAMS: BCOM/ODEL****TIME: 2 HOURS****DAY/DATE: THURSDAY 13/04/2023****8.30 A.M. –10.30 A.M.**


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**Answer Question ONE and any other TWO questions**
**QUESTION ONE****(a) MEDLINK LTD**

Medlink pharmaceuticals Ltd deals with production and manufacturing of medical equipment. The firm has eight branches located within and outside the country. Recently, a new human resource manager was recruited to assist in with human resource planning problems that were being experienced in the organization. The company resolved that the eight branches are to be merged to four branches. Medlink pharmaceuticals budget on employee related costs was unsustainable and new methods of dealing with this problem were of great necessity.

Required

- (i) Explain the ways in which the problems that Medlink pharmaceuticals is facing maybe addressed (10 marks)
- (ii) Explain the competencies that the new human resource manager should possess (10 marks)

(b) Analyse the relevance of human resource planning by the county government and the national government. (10 marks)

**QUESTION TWO**

- (a) Organizations seek employee information in order to make informed decisions. (10 marks).  
Describe these sources and ways of dealing with problems attributed to such sources.
- (b) Explain the merits and demerits of using the lecture method in training organizations employees. (10 marks)

**QUESTION THREE**

- (a) Explain the circumstances under which an employee maybe dismissed and suggest costs that may arise from such decisions. (8 marks)
- (b) Explain the procedure that may be used in recruiting a human resource manager from the external job market. (12 marks)

**QUESTION FOUR**

- (a) Job analysis is an unnecessary exercise for any organization. Explain the uses of information derived from this process. (12 marks)
- (b) Discuss the factors that influence demand and supply of labour in a country. (8 marks)
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