

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF TOURISM
MANAGEMENT AND ECOTOURISM MANAGEMENT**

BCOM 353: HUMAN RESOURCE PLANNING

STREAMS: REGULAR/ODEL

TIME:2 HOURS

DAY/DATE: THURSDAY 13/04/2023

8.30 A.M. –10.30 A.M.

INSTRUCTIONS

ANSWER QUESTION ONE AND ANY OTHER TWO

QUESTION ONE

- a) Human resource planning play a significant role in every organization. Justify this statement explaining its relevance in managing human resources in organizations (12 marks)
- b) Distinguish between skills inventory and human resource audit (8 marks)
- c) Describe the human resource planning process and solution to challenges that may occur at each stage (10 marks)

QUESTION TWO

- a) Explain the causes of labour turnover in public organizations and suggest methods that maybe used to reduce such occurrence (8 marks)
- b) The management of an organization has resolved that the deputy human resource managers vacant post will be filled from within the organizations
 - i. Explain the merits and demerits of the suggested recruitment method (6 marks)
 - ii. Explain sources of information for the potential job applicant that the organization may utilize. (6 marks)

QUESTION THREE

- a) You have been appointed to spearhead analysis of existing employees in an organization.
Explain the aspects that you will consider during this analysis (10 marks)
- b) Explain pay related methods that organizations may use in order to attract and retain highly competent employees (10 marks)

QUESTION FOUR

- a) The supply of labour is influenced by the state of labour markets and state of national labour supply. Explain the components in the local market and national labour supply that an organization ought to consider in its planning (10 marks)
- b) Explain the ways in which information derived from job description and job specification maybe utilized. (10 marks)
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