



**TECHNICAL UNIVERSITY OF MOMBASA**  
***Faculty of Business and Social Studies***

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN  
BACHELOR OF BUSINESS ADMINISTRATION  
BACHELOR OF COMMERCE

**BHR 4407: HUMAN RESOURCE PLANNING**

END OF SEMESTER EXAMINATIONS

**SERIES: APRIL 2015**

**TIME: 2 HOURS**

**INSTRUCTIONS:**

- Answer Question **ONE (Compulsory)** and any other **TWO** questions.
- Do not write on the question paper

*This paper consists of Two printed pages*

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**QUESTION 1 (Compulsory)**

- a) Explain the various internal factors of an organization that affect human resource needs. **(10 marks)**
- b) Explain the considerations that should be borne in mind by the human resource planning team when they are preparing the manpower plan of the organization. **(10 marks)**
- c) In the course of planning for manpower, the human resource planning committee can encounter challenges. Discuss. **(10 marks)**

**QUESTION 2**

- a) Explain the procedures that should be used by management in the event of considering outplacement of workers. **(10 marks)**
- b) Discuss the action that the management can take in an effort to reduce labour turnover. **(10 marks)**

### **QUESTION 3**

- a) Explain the different types of human resource planning. **(10 marks)**
- b) Explain the salient features that characterize human resource planning. **(10 marks)**

### **QUESTION 4**

- a) During human resource planning, the management of an organization may make decisions on surplus of workers. Discuss. **(10 marks)**
- b) Explain the plans that the human resource planning team would have to make use of during the planning of manpower of an organization. **(10 marks)**

### **QUESTION 5**

Discuss the sequence of human resource planning. **(20 marks)**