



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 4303: EMPLOYEE RESOURCING

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

QUESTION 1 (Compulsory)

- a) Most organisations prefer the use of panel interviewing when screening job candidates. Explain the reasons for this preference. **(10 marks)**
- b) Management of an organization would always consider ways of increasing productivity of labour. Discuss. **(10 marks)**
- c) In order for all the other functions of human resource management to be done effectively, job analysis should be carried out well. Explain the purpose of job analysis. **(10 marks)**

QUESTION 2

- a) Explain the reasons leading an organization to use the services of employment agencies during recruitments and selection of job candidates. **(10 marks)**
- b) Explain the procedure followed by the interviewers during a job selection interview. **(10 marks)**

QUESTION 3

- a) Psychological tests are used during screening of job candidates. Explain the nature of psychological tests. **(10 marks)**
- b) Explain the benefits that would be enjoyed by an organization from inducting its new employees. **(10 marks)**

QUESTION 4

- a) The management of every organization should be seen to embrace the equal opportunity in employment. Explain what is meant by the equal opportunity policy and the problems that result from the equal opportunity implementation. **(10 marks)**
- b) Most organisations have it as a policy to consider the current employees of the organization before seeking external recruits. Explain the merits of internal recruiting. **(10 marks)**

QUESTION 5

- a) The Recruitment Manager should ensure that they give the job candidates the true picture of the job. Explain the strengths of the Realistic Job Preview. **(10 marks)**
- b) Explain the controls that the Human Resource Manager should exercise during recruitment and selection of job candidates. **(10 marks)**