



**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**

SPECIAL/SUPPLEMENTARY EXAMINATIONS

**SERIES: JUNE/JULY 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 Three printed pages***

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**QUESTION 1 (Compulsory)**

- a) In the continuing development of human resource management, there exist various trends that will help shape its practice and evolution in the coming years. Human Resource responsibilities have become broader and more strategic over time in response to a number of trends. The role of HR has evolved from primary being responsible for hiring, firing, payroll and benefits administration to one that is more strategic. Highlight and explain **SIX** contemporary issues and how they influence HRM practices. **(12 marks)**
- b) “Employee resourcing is not just about recruitment and selection. It is concerned with any means available to meet the needs of the firm for certain skills and behaviour”. Based on this statement discuss any **FOUR** components of employee resourcing strategy. **(8 marks)**

- c) “The impact and growth in the use of smartphones and tablet computers, such as the ipad, have opened doors to people and workplace in a way that previously has never occurred. The speed of information exchange has contributed to the growth of social networking sites such as facebook and linkedin. Facebook, for example, offers facebook recruiting which provides a rapid conduit between employers and job-seekers”

**Required:**

- i) Discuss the role internet has recruitment. **(4 marks)**
- ii) Benefits and limitations of e-recruitment. **(6 marks)**

**QUESTION 2**

- a) You are the Human Resource Manager of a large company feedback suggests many of the workers are unhappy and are looking for new jobs. Record figure show productivity has fallen. You know that the Managing Director has said there will be no wage increase this year. What improvements could you suggest at the next management meeting which would improve motivation and productivity? **(10 marks)**
- b) “Job analysis is the process of collecting and studying information relating to the operations and responsibility of a specific job”. Discuss **TWO** components of job analysis. **(10 marks)**

**QUESTION 3**

- a) Recruiting is the process of generating a pool of qualified candidates for a particular job. Explain why organizations prefer internal sources of recruitment. **(12 marks)**
- b) Discuss **FOUR** circumstances of a lawful termination of employment under common law in Kenya. **(8 marks)**

**QUESTION 4**

- a) Socialization is a process that acclimatizes the new hirer to the organization. What is the purpose of socialization in an organization? **(12 marks)**
- b) Discuss **FOUR** causes of employee redundancy in an organization. **(8 marks)**

## QUESTION 5

- a) “In Kenya employment is governed by the general law of contract, as much as by the principles of common law. Thus employment is basically seen as an individual relationship negotiated by the employee and employer according to their special needs”. In the height of this statement, discuss employee and employer rights as stipulated in the Employment Act 2007. **(10 marks)**
- b) Explain **FIVE** ways through which managers can ensure a climate of fairness and ethical behavior is upheld in organizations. **(10 marks)**