



TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business & Social Studies
DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR
MASTERS OF BUSINESS ADMINISTRATION (HRM)

BHR 5203: EMPLOYEE RESOURCING

SPECIAL/SUPPLEMENTARY EXAMINATIONS

SERIES: FEBRUARY 2015

TIME: 3 HOURS

INSTRUCTIONS:

– Answer any **FOUR** questions.

This paper consists of Two printed pages

QUESTION 1

Kamangesiono is billionaire having won a foreign lotter. He intends to get the money and make good use of it by making diversified investments. These will require having the services of various persons.

- a) Describe the various jobs Kamangesiono can create. **(15 marks)**
- b) Advise him using an appropriate blue print of the official structure he can bank on to run his multitude of operations. **(10 marks)**

QUESTION 2

In making human capital plans, concerted efforts need to be made in research. This blends application of scientific modes with practicalities on market ground.

- a) Explicate the diverse modes of human capital planning while stating their relevance. **(5 marks)**
- b) Elucidate the challenges of human capital planning in the context of developed economies. **(10 marks)**

QUESTION 3

“In many ways than one, managers are pervasive”.

- a) Explain with the aid of a diagram. **(15 marks)**
- b) Stipulate the disadvantages thereof and how they are likely to impact on performance. **(10 marks)**

QUESTION 4

- a) Any process of selection necessitates references. With the assistance of a diagram show the role of references in the selection process and how it influences skewness of the candidature. **(15 marks)**
- b) Why is selection process significant to corporate organizations across sectoral borders. **(10 marks)**

QUESTION 5

- a) It is not uncommon to find genuine efforts to recruit suitable staff running into futility. State why recruitment efforts fail despite managers’ endeavours. **(15 marks)**
- b) What are the advantages of recruitment from existing internal positions? **(10 marks)**