TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

BUSINESS DEPARMENT

UNIVERSITY EXAMINATION FOR:

BACHELOR OF BUSINESS ADMINISTRATION

BHR 4303: EMPLOYEE RESOURCING

END OF SEMESTER EXAMINATION

SERIES: DECEMBER 2016

TIME: TWO HOURS

DATE: DECEMBER 2016   - EXAM B

Instructions to Candidates
You should have the following for this examination
-Answer Booklet, examination pass and student ID
This paper consists of **FIVE** questions. Attempt question **ONE** (**Compulsory**) and any other **TWO** questions

Do not write on the question paper.

Question ONE

a) Employee resourcing has been defined as "ensuring that the organization obtains and retains the human capital it needs and employs them productively**.** Discuss the factors influencing employee resourcing in organizations today.(10marks)

b) Explain How an organization would handle a situation where demand for labour forecast is greater than supply.(8marks)

c) "Making accurate predictions about the quality and abilities required in staff for the future involves gauging the unknown" Explain this statement with reference to the factors influencing demand and supply of staff.(8marks)

d) Termination process is unavoidably painful, however, it is a necessary part of business life and must be carried out promptly when the need for such actions becomes obvious in order to preserve the health of the enterprise. Explain circumstances that can lead to lawful termination of employment under common law.(6marks)

Question TWO

a) The Process of Human Resource Planning is necessary for a dynamic organization. Discuss.(10marks)

b) Delegation is an important management skill. Discuss this highlighting its importance to an organization.(10marks)

Question THREE

a) Organizations consist of Jobs that have to be staffed. Job Analysis is the procedure through which you determine the duties of these jobs and characteristics of the people to hire for them. Based on this statement, discuss the types of information the Human Resource Specialist collects via the job analysis.(10marks)

b) Discuss the most important factors you would keep in mind while formulating policies on disadvantaged groups.(10marks)

Question FOUR

a) Explain how a Human Resource Plan can be used to minimize redundancies.(10marks)

b) Discuss the criteria on which the success of career management in an organization can be evaluated.(10marks)

Question FIVE

a) Discuss the most important factors you would keep in mind while formulating policies on disadvantaged groups.(10marks)

b) Explain what managers can do to ensure that a climate of fairness and ethical behavior is upheld in their organizations.(10marks)