TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

BACHELOR OF BUSINESS ADMINISTRATION

BACHELOR OF COMMERCE

BHR 4302: HUMAN RESOURCE PLANNING

END OF SEMESTER EXAMINATION

SERIES:AUGUST2019

TIME:2 HOURS

DATE: Pick DateAug 2019

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) A key issue in human resource planning is considering the demand and supply of labour. Describe the techniques used by the human resource planning committee during human resource demand forecasting.

(10 marks)

b) Human resource planning is hierarchical. Discuss.

(10 marks)

c) Describe the decisions that would be made with regard to excess workers during human resource planning. (10 marks)

Question TWO

a) The supply of labour dictates the future availability of workers. Describe the national determinants of the supply of labour during human resource planning. (10 marks)

b) Describe the implications of poor human resource planning to an organization. (10 marks)

Question THREE

a) The skills inventory is one of the tools used by human resource planners. Describe the components of this tool. (10 marks)

b) In the course of planning for the future quality and quality of workers, the organization should consider the organizational plans. Discuss. (10 marks)

Question FOUR

a) Workforce planning is about predicting future labour market needs. Describe the process of workforce planning. (10 marks)

b) The human resource manager plays a major role during human resource planning. Describe the responsibility of the human resource manager during human resource planning.

(10 marks)

Question FIVE

a) Human resource planner consider both internal and external factors. Describe the external factors that affect human resource planning. (10 marks)

b) The need for human resource planning cannot be over-emphasized. Discuss. (10 marks)