



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY SUPPLEMENTARY/SPECIAL EXAMINATION FOR:

MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BHR 5203: EMPLOYEE RESOURCING

SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: MARCH 2025

TIME: 3 HOURS

DATE: MARCH 2025

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 **THREE** questions.

Do not write on the question paper.

Question ONE

- a) Job analysis is a Human resource activity that is directly related to manpower planning. Discuss the various methods by which job analysis can be completed.
(10 Marks)
- b) Explain the concept of labour turnover and discuss the advantages that it can have for organizations.
(10 marks)
- c) Organizations thrive when they can maintain high productivity levels. Explain how productivity can be increased.
(10 marks)
- d) By use of examples discuss the various problems that hinder successful

implementation of human resource planning.

(10 marks)

Question TWO

- a) Explain how Human resource planning (HRP) as a process facilitates the achievement of an organization's strategic objectives. (10 marks)
- b) Critically examine the importance of psychometric testing in employee selection. (10 marks)

Question THREE

- a) Explain the advantages that organizations get out of using external recruitment as a source for qualified staff. (10 marks)
- b) Discuss the main features that can be used to judge the effectiveness of a job advertisement. (10 marks)

Question FOUR

- a) Recruitment seeks to attract the best candidates for a position. Highlight the popular organizational inducements in recruitment. (10 marks)
- b) Discuss the most frequently suggested skills for interviewing job candidates. (10 marks)

Question FIVE

- a) Discuss any five areas of legislation that are relevant to employment in Kenya. (10 marks)
- b) In Human resource planning, the skills inventory is very important; highlight the broad categories of information that should be included in the skills inventory of organization's human resources. (10 marks)