



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
BHR 2205: HUMAN RESOURCE PLANNING
SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: NOVEMBER 2025

TIME: 2 HOURS

DATE: Pick Date Nov 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 TWO questions.

Do not write on the question paper.

Question ONE

- a) Explain the techniques used by the human resource planning committee when they are forecasting the human resource demand of the organization.
(10 marks)
- b) The human resource planners conduct human resource planning at different levels. Explain these levels.
(10 marks)
- c) Explain the decisions that would be made by the management of an organization with regard to shortage of workers during human resource planning.
(10 marks)

Question TWO

- a) Explain the external determinants of the supply of labour during human resource planning.
(10 marks)
- b) Explain the results of poor human resource planning to an organization.
(10 marks)

Question THREE

- a) Explain the features of human resource planning that distinguishes it from other functions of human resource management.
(10 marks)
- b) In the course of planning for future workers, the organization should consider the organizational plans. Explain.
(10 marks)

Question FOUR

- a) Labour planning involves establishing future labour market needs. Explain the process of workforce planning.
(10 marks)
- b) Explain the responsibility of the human resource manager during human resource planning.
(10 marks)

Question FIVE

- a) Human resource planners consider many factors. Describe the internal factors that affect human resource planning.
(10 marks)
- b) Every organization needs to conduct human resource planning. Explain.
(10 marks)