



TECHNICAL UNIVERSITY OF MOMBASA

Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN
BACHELOR OF BUSINESS ADMINISTRATION

BHR 4405: HUMAN RESOURCE PLANNING

SUPPLEMENTARY/SPECIAL EXAMINATIONS

SERIES: MARCH 2014

TIME: 2 HOURS

INSTRUCTIONS:

- Answer Question **ONE (Compulsory)** and any other **TWO** questions.
This paper consists of Two printed pages
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QUESTION 1 (Compulsory)

- a) You are a newly appointed Human Resource Manager of Kenya Today Company Ltd. You have just learnt that the organisation is faced with a serious staff turnover rate. Make a proposal to management explaining the corrective steps you are planning to take to reverse the trend. **(10 marks)**
- b) Explain the benefits enjoyed by an organization that takes career management seriously. **(10 marks)**
- c) Explain the justification of developing Human Resource Planning in an environment where human resource supply is much higher than demand. **(10 marks)**

QUESTION 2

- a) One of the aims of Human Resource Planning is to obtain to retain. Discuss the factors that need to be considered as a long term measure of retention. **(10 marks)**
- b) Explain the steps a human resource manager should take to make effective utilization of the workforce. **(10 marks)**

QUESTION 3

- a) The vision of the Human Resource Department which you are reads “To make the organisation be an employer of choice”. Explain the steps you are planning to take to ensure that dream is realized. **(10 marks)**
- b) Explain the benefits of using part-time workers. **(10 marks)**

QUESTION 4

- a) Discuss the cost of labour turnover. **(10 marks)**
- b) Explain the factors that need to be taken into account when establishing the human resource supply from within the organisation. **(10 marks)**

QUESTION 5

- a) As a human manager of Taratibu Company Ltd faced with excess workforce in an organisation, explain the steps you need to take to reduce the size of the workforce with minimum or no negative impact to the organization. **(10 marks)**
- b) Explain the benefits of flexible working plan for employees. **(10 marks)**