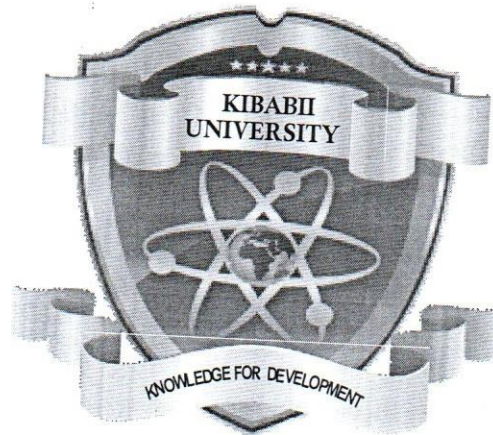


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KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

SPECIAL/SUPPLEMENTARY EXAMINATION

2017/2018 ACADEMIC YEAR

FIRST YEAR FIRST SEMESTER

FOR THE DEGREE OF MASTER OF SCIENCE IN
HUMAN RESOURCE MANAGEMENT

COURSE CODE: HRM 802

COURSE TITLE: EMPLOYEES RESOURCING

DATE: 17/10/2018

TIME: 3 – 6PM

INSTRUCTIONS TO CANDIDATES

- Answer question **ONE** (compulsory) and any other **THREE** questions
- Question **ONE** attracts 40 marks
- Time allowed is **THREE** hours
- All other questions attract equal marks (20 marks)

QUESTION ONE

- a) Briefly describe the **three Approaches** to Employee Resourcing **(12 marks)**
- b) As a Human Resource Management Consultant you have been invited by the Training Manager of Clothing Textile Ltd in Eldoret to give a speech on Human Resource Planning Process. Outline the **five key points** contained in your speech and explain the relevance of these points to the management of Clothing Textile Ltd **(10 marks)**
- c) Outline and debate the arguments for and against organizations adopting a systematic approach to human resource planning **(8 marks)**.

QUESTION TWO

- (a) Enumerate and explain four factors that can influence resourcing activities of an organisation **(8 marks)**.
- (b) A large manufacturer of high-tech and highly specialised products for the defence industry is about to assess the performance of its line managers Evaluate three potential methods for assessing the performance of these employees **(12 marks)**

QUESTION THREE

- (a) Judgementally evaluate the circumstances under which an HR manager would employ psychometric testing as a selection tool **(10 marks)**
- (b) Critically review the impact personnel selection and assessment has on candidates' perceptions of the employing organization **(10 marks)**.

QUESTION FOUR

- (a) Compare and contrast the main philosophical foundations and practical implications of human resource planning and succession planning **(10 marks)**.
- (b) Critically assess how an effective selection procedure can contribute to the success of the organization **(10 marks)**.

QUESTION FIVE

- a) A law firm is attempting to introduce a new performance appraisal system for its professional legal employees. Provide suggestions for appropriate appraisal methods outlining the limitations of the techniques and the difficulties associated with measuring the performance of professional employees **(10 marks)**
- b) Assume that you are a human resource consultant, what you would tell a manager who wants your advice on using selection test to determine the people to hire **(10 marks)**.

QUESTION SIX

- a) It is argued that, "while delivering an effective HR plan, carrying out job analysis and maintaining high levels of employee commitment are desirable aims for the modern HR function, the achievement of maximum flexibility is an essential aim." Given the contemporary business environment, outline to what extent do you agree with this statement and why? **(10 marks).**
- b) Examine and briefly explain the five factors that can influence resourcing activities of an organisation **(10 marks).**