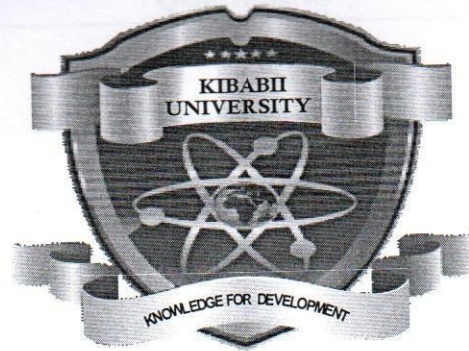


# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

**2020/2021 ACADEMIC YEAR  
SECOND YEAR FIRST SEMESTER  
MAIN EXAMINATION**

**FOR THE DEGREE OF MASTER OF SCIENCE IN HUMAN  
RESOURCE MANAGEMENT**

**COURSE CODE: HRM 802**

**COURSE TITLE: EMPLOYEE RESOURCING**

**DATE: 21/05/2021**

**TIME: 2.00AM-5.00AM**

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### INSTRUCTION TO CANDIDATES

- Answer Question **ONE**(Compulsory) and **ANY OTHER TWO** Questions
  - Candidates must hand in their answer booklets to the invigilator while in the examination room
  - Credit is given for legibility, clarity and use of relevant examples
  - Question **ONE** is **40 marks** while Questions **2-5** carry **20 marks** each
  - Clearly write your **Registration Number** on each answer sheet used
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**TIME: 3 Hours**

**KIBU observes ZERO tolerance to examination cheating**

## QUESTIONS

### QUESTION ONE

- a) Discuss various applications of job analysis to an organization (10 marks)
- b) Discuss any **five** basic demand forecasting methods for estimating the numbers of people required in an organization (10 marks).
- a) Under the Employment Act: Chapter 226 (Revised 1984), justify the summary dismissal of an employee in an organization (10 marks)
- b) As a Human Resource Manager, explain how you will ensure that there is fairness to all employees during internal recruitment processes (10 marks)

### QUESTION TWO

- a) Explain ways in which Employer Branding Strategy may be used to attract and retain talented employees in a firm (10 marks)
- b) Enumerate and discuss factors that could lead to an organization like Mumias Sugar Company to experiencing skill shortage in key departments of its operation (10 marks).

### QUESTION THREE

- a) Explain **FIVE** factors that a Human Resource Manager should consider in determining the **Source** from which to recruit employees (10 marks)
- b) I. Discuss the differences between job description and job specification (5 Marks)  
II. Explain the significance of job description and job specification in an organization like Kibabii University (5 marks)

### QUESTION FOUR

- (a) What are the benefits of using a Recruitment Agency in assisting to fill job vacancies? Elucidate (10 marks).
- (b) Kibabii University recently introduced an Equal Opportunity Employment Policy to be used in the organization. Explain the benefits of this Policy. (10 marks)

### QUESTION FIVE

- a) The County Government of Bungoma would like to hire a certain category of employees but there are no appropriate candidates in the market. Explain the measures that the County Government should take to deal with the staff gap created by this situation (10 marks)

b) Analyze the merits and limitations of Psychological Test as a tool of selecting candidates for a job **(10 marks)**