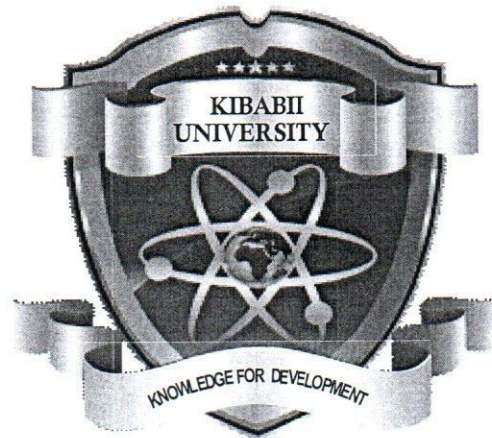# KIBABII UNIVERSITY

UNIVERSITY EXAMINATIONS

SPECIAL/SUPPLEMENTARY EXAM

2019/2020 ACADEMIC YEAR

FIRST YEAR FIRST SEMESTER SEMESTER

FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION

COURSE CODE: HRM 802

COURSE TITLE: EMPLOYEE RESOURCING

DATE: 29/01/2020   **TIME: 2.00 – 4.00PM**

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

Read the case study provided below and answer the following questions

Year over, company XYZ is consistently filling the same position with external hires due to voluntary turnover. Though it is a critical sales role, a proper evaluation of underlying issues and a plan to address the attrition issue has not been established.
   a. i. Explain what, specifically, can be done in this situation to identify factors leading to high turnover? [10 Marks]
       ii.   What staffing strategies could be best suited to fit the above need? [10 Marks]
       iii.   Chose one and explain how this could develop an improvement to the scenario. [10 Marks]
   b. Many organizations rely on employee referral programs to identify prospective employees. Elucidate the advantages and disadvantages of such an approach? [10 Marks]

QUESTION TWO

   a. Critically analyze the following statement, "ER practices cannot be successfully transferred without modification to culturally different countries such as China and Mauritius." [10 marks]
   b. "Performance appraisal is not merely for appraisal but is for improvement of employee performance." Synthesize the statement. [10 Marks]

QUESTION THREE

   a. ER practices have no role to play in helping organisations become globally effective. Discuss. [10 marks]
   b. Discuss the reasons why organisations should be involved in career planning of their employees. . [10 marks]

QUESTION FOUR

   a. Discuss the role of Human Resource Planning I improving productivity and performance [10 Marks]

   b. Explain the most salient job analysis techniques [10 Marks]

   c.

QUESTION FIVE

a. Explain the Concept of Job Evaluation [10 Marks]

b. "Performance Management is the most important responsibility of HR executives." Comment. [10 Marks]