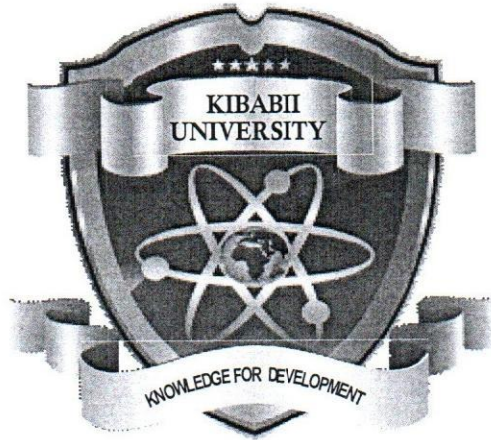


KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2019/2020 ACADEMIC YEAR
FOURTH YEAR SECOND SEMESTER
SPECIAL/SUPPLEMENTARY EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF BUSINESS
MANAGEMENT**

COURSE CODE: BBH 422

COURSE TITLE: CAREER AND TALENT MANAGEMENT

DATE: 03/02/2021

TIME: 11.00AM-1.00PM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

QUESTION ONE

- a) Being in the era of do-it-yourself career development highlight things you can do to take control of your career development (12 marks)
- b) As an expert in talent management cultivate critical talent acquisition approaches that will ensure your organization finds top talent without necessarily relying on traditional short term recruitment strategies (8 marks)
- c) Coaching has a valuable role in extending a person's competence particularly in his current role which will also form a foundation for future roles. Explain how an effective coach can apply at a skill level well-rounded competence (10 marks)

QUESTION TWO

- a) Assuming you are the manager in charge of day to day running of Kibabii University discuss the basic principles that form a part of an healthy performance-oriented workplace in the university (14 marks)
- b) Describe how candidates enter a talent pipeline and differentiate an active pipeline from a passive pipeline (6 marks)

QUESTION THREE

- a) You have been appointed as the lead consultant for an organization in which employee turnover has reached over alarming levels; explain initiatives you would advise the company to adopt in order to pave way for the personal development and long term association with the organization (14 marks)
- b) Career development provides a person with focus to select a career or subject(s) to undertake in the future. Deliberate on what informs the evolution or development of a career (8 marks)

QUESTION FOUR

- a) What is your understanding of personal development in today's world where more employers are looking for ways to facilitate career development and encourage their employees to drive their own careers? (6 marks)
- b) Strategic career planning is essential for career development as it can help ensure that you remain focused. Describe strategies you can incorporate into your development plan (14 marks)

QUESTION FIVE

- a) As a senior leader in your organization, you have been appointed to disseminate performance management (PM) standards; Determine the best strategies for ensuring that set of activities and outputs meet an organization's goals in an effective and efficient manner (12 marks)
- b) The employee, the manager and the employer all play roles in planning, guiding and developing the employee career. Explain the responsibility of employee in career development (8 marks)