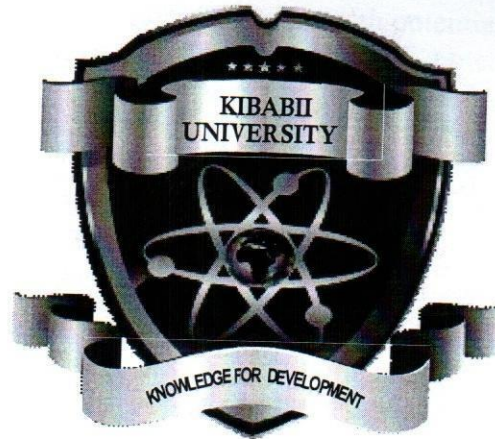


KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS
2022/2023 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER**

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 312

COURSE TITLE: HUMAN RESOURCE PROCUREMENT

DATE: 22 DEC 2022

TIME: 9:00-11:00 AM

INSTRUCTION TO CANDIDATES

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

KIBU observes **ZERO** tolerance to examination cheating

QUESTION ONE

The process of e-recruitment connects organizations with potential employees through the use of technology. Employers can reach a bigger number of potential employees by using e-recruitment. Even with e-recruitment there is bound to be investigation and analysis of data with the view of identifying the availability of the type of labor the organization requires. Analysis and investigation will potentially cover a broad range of issues ranging from location of potential employees and the prices at which they can be obtained. Employing process generally takes up an excessive amount of time and expense. However, the cloud-based feature permits the employer to have a CV database in one place.

While recruitment tends to focus on filling vacancies within departments, talent acquisition is more about how the company expands in the long term and finding employees who can help it reach its destination. For instance if you are planning to expand to Latin America, your HR should focus on attracting candidates with international or regional experience. A successful talent management strategy promotes rich development of the talented and in this way people's talents are fully utilized and developed in a manner that benefits the organization and the individual.

In both e-recruitment and traditional methods of recruitment, the organization has to be concerned about gender equality. In today's dynamic business environment, achieving gender equality is considered to be an essential factor for the competitiveness and growth of any organization. To create an inclusive and dynamic economy, it has to be ensured that everyone has gotten an equal opportunity to succeed. Gender inequality in the workplace has plagued the global economy for many decades; if it is not addressed by integrating women as an integral part of the workforce in general, it loses out on the skills, ideas, improved decision-making and perspectives that are essential to address the global issues and to harness new scopes and opportunities.

- a) Having been appointed as a human resource manager in charge of e-recruitment for your organization, evaluate ways through which your organization can promote gender equality in the workplace (12 marks)
- b) Elucidate the benefits which accrue to an organization which embarks on e-recruitment to identify, attract, screen and hire candidates. (8 marks)
- c) The employees of Kibabii University seem to be performing below set performance standards as service delivery keeps on dwindling and the management of the University has appointed you as an expert in the area of employee retention to deliver a key address to the management team charged with employee motivation; enumerate your key points in the address. (10 marks)

QUESTION TWO

- a) Explore ways of increasing human capital for it to be perceived as a force to increase productivity and thus profitability. (12 marks)

b) What are the advantages of the process that NZOWASCO Water Company has to put in place to ensure that the new recruits to the organization understand the business and the job, feel valued and be able to perform well and meet their potential. (8 marks)

QUESTION THREE

a) If today you are in charge of the welfare department of your organization and the HR auditors happen to visit your department; clearly show the specific areas to observe as they conduct the HR audit (10 marks)

b) Explain the grounds which make a termination unfair as laid down in section 46 of the employment Act 2007. (10 marks)

QUESTION FOUR

a) Examine factors that influence the availability of people and skills at both local and national level as analysis and investigation of the external supply of labor is carried out. (12 marks)

b) Whereas the concept of human capital recognizes that not all labor is equal, analyze factors that determine human capital. (8 marks)

QUESTION FIVE

a) Psychological tests are most carefully developed instruments, following certain highly standardized and often intricate procedures discovered by the psychologists as a result of long researches. Analyze characteristics possessed by employment tests (10 marks)

(b) Evaluate the most favorable ways to terminate an employment contract to avoid a wrongful dismissal. (10 marks)