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KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS 2022/2023 ACADEMIC YEAR THIRD YEAR FIRST SEMESTER

SPECIAL/SUPPLEMENTARY EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 312

COURSE TITLE: HUMAN RESOURCE PROCUREMENT

DATE: 04/08/2023

TIME: 2:00-4:00PM

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

- a) It is an established fact that companies with better gender diversity ratios outperform those with the least. How would an organization concerned with gender equality increase gender diversity (12 marks)
- b) Analyze remedies available where an employment tribunal upholds an employee's unfair dismissal claim. (8 marks)
- c) Explore benefits of talent management in today's global scenario where the best possible utilization of employee's talent is very essential. (10 marks)

QUESTION TWO

- (a) Enumerate tools available to ensure that your next hire is the best possible fit for your team. (12 marks)
- (b) To ensure top talent acquisition and retention, you'll need to devise a strategic long-term plan. Devise talent acquisition strategies to suit talent acquisition in the current era. (8 marks)

QUESTION THREE

- a) 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. Explain features of a successful talent growth process (8 marks)
- b) What online recruiting methods can an organization apply to have access to a large pool of candidates? (12 marks)

QUESTION FOUR

- a) Explain the benefits which accrue to an organization which embarks on e-recruitment to identify, attract, screen and hire candidates. (8 marks)
- b) Highlight the contents of your briefing if you are appointed to brief the newly hired managers of the organization you work for (12 marks)

QUESTION FIVE

- a) Give justification as to why a company has to invest so much in human capital (12 marks)
- b) What are the advantages of induction process to multi-national companies operating across the borders? (8 marks)