

KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS
2023/2024 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER
MAIN EXAMINATION**

**FOR THE DEGREE OF BACHELORS IN HUMAN RESOURCE
MANAGEMENT**

COURSE CODE: BCH312

COURSE TITLE: HUMAN RESOURCE PROCUREMENT

DATE: 14/12/2023

TIME: 9:00AM-11:00AM

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

We all understand the costs both monetary and otherwise that a poor hire can have on our business. For small businesses, this impact can be detrimental as an inappropriate hire can have an immeasurable effect on your existing team and ultimately your bottom line results. Importantly, you also need a process that ensures that your new recruit understands the business and the job, feels valued and is able to perform well and meets his or her potential. It might include, for example, meetings with the line manager, any direct reports, being shown around the building and being given information about any health and safety issues that are relevant. When engaging in a new hire an employment contract ensues and in most cases termination of the contract is often overlooked. It is important to plan for what happens when the employment relationship turns sour and an employer needs to terminate an employment. It is vital for employers to follow the proper legal procedures when engaging and terminating employment contracts to avoid legal tussles. Issues to do with gender should not be overlooked. Promoting decent and productive employment and income opportunities equally for women and men is one of the key priorities of the ILO's Decent Work Agenda. Integrating gender concerns into employment promotion can contribute to more effective boosting of productivity and economic growth.

- a) Despite some progress made over the last few decades in increasing women's labor force participation and narrowing gender gaps, gender equality in the world of work still remains an elusive goal. Clarify how gender diversity can be increased via altering hiring practices (12 marks)
- b) Importantly, you need a process that ensures that your new recruit understands the business and the job, feels valued, and is able to perform well and meets his or her potential. Highlight contents of such a program (10 marks)
- c) Evaluate ways through which an employer can bring to an end an employment contract when the relationship between the employer and the employee is no longer tenable. (8 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) Justify why most companies in today's era of competition emphasize on carrying out human resource (HR) audit. (10 marks)
- b) Explain features of a successful talent growth process in today's recessionary environment (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) Describe tools which employers can use to help them through the hiring process to ensure that the next hire is the best possible fit for their teams. (10 marks)