

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF MASTER OF BUSINESS
ADMINISTRATION**

MBAD 844: HUMAN RESOURCE PLANNING

**STREAMS: MBAD
HOURS**

TIME: 3

DAY/DATE: WEDNESDAY 06/10/2021

8.30 A.M – 11.30 A.M.

INSTRUCTIONS:

- **Answer ALL questions.**

QUESTION ONE

- (a) Foodlink Safaris, a hotel based in the coast region has experienced tremendous growth and has opened several hotels in other parts of the country. This has created challenges of dealing with manpower shortage during low business season and when hotel services are in greater demand. To meet its human resource needs which are expected to increase by 30%, the company has opted to recruit support staff in local regions where the hotels are located but together with all other managers' recruitment would be conducted from the company's headquarters. Due to its impressive profits and good compensation for its employees, the company is able to attract highly trained and competent employees. The human resource manager has suggested that the company should invest in a computerised human resource management system and also review its human resource policy.
- (i) Explain advantages and disadvantages of the recruitment method that Food link Safaris has opted to adopt. (8 marks)
- (ii) Explain the reasons why many applicants may respond to declaration of job openings in this organization. (6 marks)
- (iii) Explain the human resource methods that the company may adopt in order to deal with shortage or surplus employees during different business seasons. (12 marks)

QUESTION TWO

- (a) Discuss the ways in which the macro environment factors affect human resource planning in a country. (10 marks)
- (b) A national organization intends to recruit a chief executive officer from within the organization to manage its diverse workforce. Explain the sources and type of information that interviewers may rely on when assessing the suitability of the applicant. (10 marks)

QUESTION THREE

- (a) Describe the factors that influence the number of employees that an organization maintains at any single time in its life history. (10 marks)
- (b) Explain the methods that are adopted to delink employees from an organization. (10 marks)

QUESTION FOUR

- (a) Organizations persistently train employees for varied reasons. Assess the relevance of training needs analysis in a manufacturing enterprise. (10 marks)
 - (b) Explain the usefulness of job descriptions in an organization. (10 marks)
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