



# MURANG'A UNIVERSITY COLLEGE

(A Constituent College of Jomo Kenyatta University of Technology)

**SCHOOL OF BUSINESS AND ECONOMICS  
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

**END OF SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN  
HUMAN RESOURCE MANAGEMENT**

**UNIT NAME : MANPOWER PLANNING  
UNIT CODE : HEH 2202**

**DATE: 10 DEC. 2013**

**TIME ALLOWED – 2 HOURS**

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**INSTRUCTIONS TO CANDIDATES:-**

*Answer question one (compulsory) and any other two questions*

**QUESTION 1**

- (a) Define manpower planning and describe the two main approaches to manpower planning (6 mrks).
- (b) “Manpower planning is a pre-requisite for effective management of human resources.” In the light of this of this statement, analyse the significance of manpower planning (14 mrks)
- (c) Discuss the main advantages and the disadvantages of human resource accounting. (10 mrks)

**QUESTION 2**

- (a) Describe the major stages involved in the process of manpower planning giving relevant examples in each case (12 mrks)
- (b) Highlight eight types of information contained in a human resource inventory (8 mrks)

**QUESTION 3**

- (a) Discuss the human resource demand forecasting methods available to organizations to anticipate its manpower requirements (10 mrks)
- (b) In the recent years, the need for human resource audit has increased. What are some of the reasons that may have contributed to this move? (10 mrks)

**QUESTION 4**

- (a) Enumerate on some of the contemporary issues in human resource planning (10mrks)
- (b) Explain the steps that are involved in the development of a sound Human Resource Information System (10 mrks).

QUESTION 5

(a) Describe the main methods for valuation of human resources (10 mrks).

(b) Discuss the measures that an organization would put in place to improve the productivity of its employees

(10 mrks)



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### SCHOOL OF BUSINESS AND ECONOMICS DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

#### SPECIAL / SUPPLEMENTARY EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

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#### INSTRUCTIONS TO CANDIDATES:-

*Answer question one (compulsory) and any other two questions*

#### QUESTION 1

- (a) Discuss the need and importance of manpower planning (20 mrks)
- (b) The scope of human resources planning extends beyond identifying the numbers of people required. Discuss different types of actions plans based on the human resource planning exercise in an organization (10mrks).

#### QUESTION 2

- (a) Discuss the need for a Human Resource Information System (10 mrks)
- (b) Define the concept of manpower planning and discuss its characteristics (10 mrks)

#### QUESTION 3

- (a) Describe the type of information that is found in a computerized Human Resource Information System (10 mrks).
- (b) Explain some of the internal factors affecting human resource demand forecasting (10 mrks)

#### QUESTION 4

- (a) Discuss the role of human resource accounting in human resource management (8 mrks)
- (b) A medium scale manufacturing company has requested you to assist them in developing a manpower plan. Describe the procedure that you will adopt (12 mrks).

#### QUESTION 5

- (a) Enumerate some of the contemporary issues in human resource planning (10 mrks)
- (b) Discuss the measures that an organization would put in place to improve the productivity of employees (10 mrks)