



**MURANGA UNIVERSITY COLLEGE**

(A constituent College of Jomo Kenyatta University of Agriculture & Technology)

**MAIN CAMPUS**

**ORDINARY UNIVERSITY EXAMINATIONS**

**2014/2015 ACADEMIC YEAR**

**SECOND YEAR FIRST SEMESTER EXAMINATIONS**

**FOR THE DEGREE  
OF  
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: HEH 2202**

**COURSE TITLE: MANPOWER PLANNING**

**DATE:** 16<sup>th</sup> DECEMBER, 2015

**TIME: 2 HOURS**

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**INSTRUCTIONS TO CANDIDATES**

Question ONE (1) is Compulsory  
Answer THREE (3) Questions

MRUC observes ZERO tolerance to examination irregularities

### **QUESTION 1**

- a) What do you understand by the term Human resource forecasting? Discuss the factors that you as a HR planner would consider when forecasting on HR needs for an organization. (12 Marks).
- b) Discuss the role of Human resource planning and its strategic importance. (10 Marks)
- c) Explain five limiting factors to a successful Human resource planning. (10 Marks)

### **QUESTION 2**

- (a) 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? (8 marks).
- (b) Many universities in Kenya have been using part-time workers as part of their HR planning strategy. Discuss the pros and cons of using part-time workers (12 Marks).

### **QUESTION 3**

- a) Using appropriate illustrations, explain the methods you would use in forecasting demand of human resources in an organization of your choice. (12 marks).
- b) Discuss the need for a Human Resource Information System (8 marks)

### **QUESTION 4**

- (a) Your employer has asked you to develop staff redundancy plan. Explain five possible options you would consider. (10 marks)
- (b) The development and application of human resource accounting has not been very encouraging. In the light of this statement, discuss some of the limitations associated with the practice of human resource accounting (10 marks)