

MURANG'A UNIVERSITY COLLEGE

(A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY (JKUAT))

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

SPECIAL / SUPPLEMENTARY EXAMINATION

BSC. HRM YEAR II SEMESTER I –MAIN CAMPUS

2014/2015 ACADEMIC YEAR

UNIT NAME : MANPOWER PLANNING

UNIT CODE : HEH 2202

DATE: 5TH AUGUST 2015

TIME :9:00-11:00AM

INSTRUCTIONS TO CANDIDATES:-

Answer question ONE (compulsory) and any other TWO questions

QUESTION 1

- (a) The current business environment has become so turbulent that organizations must plan their human resources. Explain reasons why organizations are more keen on Human resource planning.(12 marks)
- (b) Write brief notes on the following methods of forecasting employment needs. (6 Marks)
 - a. Ratio trend analysis
 - b. Managerial judgment
 - c. Work study technique
- (c) Discuss six challenges that a Human Resource Manager may face as he performs his human resource planning role. (12 Marks)

QUESTION 2

- a) What is Human Resources Information System? (2 Marks)
- b) Explain the steps that are involved in the development of a sound Human Resource Information System (10 marks).
- c) Discuss the need for a Human Resource Information System (8 marks)

QUESTION 3

- (a) What do you understand by the term Human Resource Forecasting? Explain the factors that you would consider when forecasting on personnel needs in an organization. (10 Marks)
- (b) Define the concept of Human Resource Planning and in five points discuss the nature of Human resource planning. (10 Marks)

QUESTION 4

- a) Discuss in details the process of Human Resource Planning. (12 Marks)

- b) Discuss the measures that an organization would put in place to improve the productivity of its employees (8 marks)

QUESTION 5

- (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? (10 marks)
- (b) Discuss the main advantages and the disadvantages of human resource accounting. (10 marks)