



MURANG'A UNIVERSITY COLLEGE

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

COURSE NAME: EMPLOYEE RESOURCING

MAIN EXAMINATION

UNIT CODE : HEH 2209

DATE: 20TH APRIL

TIME : 2 HOURS

SECOND YEAR SECOND SEMESTER APRIL 2015

INSTRUCTIONS:

1. ATTEMPT QUESTION ONE AND ANY OTHER TWO
2. CHEATING WILL ATTRACT HEAVY PENALTY

QUESTION ONE

- a. In one of the conference you attended, you had the presenter who is finance person arguing that job analysis is expensive but does not bear fruits to the organization. As a job design and evaluation student do you agree? Explain **(10marks)**
- b. Highlight the characteristics of Human Resource Planning **(5marks)**
- c. Human Resource Accounting has gained support in the current Human Resource Management. In line with this statement, highlight its benefits **(5marks)**
- d. Write short notes on the following terms:
Recruitment
Selection
Placement
Induction
Interview **(10marks)**

QUESTION TWO

For an organization to perform to expectation and beyond, the right people must be placed to the right job at the right time. In line with this statement, briefly discuss the recruitment, selection, placement, and induction process in order to obtain organizational goals and objectives **(20marks)**

QUESTION THREE

- a. What is a factory according to the factories Act **(3marks)**
- b. Discuss the duties and responsibilities of the employer in relation to health and safety of the employee **(10marks)**
- c. Explain the safety guidelines according to factories Act **(7marks)**

QUESTION FOUR

- a. Employment has been influenced by many factors both internal and external to the organization. In line with this statement, briefly explain the internal and external factors influencing employment opportunities of the people of Kenya **(10marks)**
- b. Write up job description of the waitress. **(10marks)**



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DEGREE

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1. a. You have been approached by the general manager of Goody- Goody Company that is experiencing poor performance and has ideas that it is due to poor job design, as a specialist in Human Resource Management advice appropriately **(16marks)**

b. Highlight steps in Human Resource Planning **(6marks)**

c. In the current field of Human Resource Management, Auditing is crucial. Discuss **(8marks)**

2. a. In many occasions, recruitment has been mistaken for selection. in line with this statement, explain the differences between the two terms **(10 marks)**

b. Discuss the differences and similarities between placement and induction as used in Human Resource Management **(10marks)**

3. a. Explain the health and safety provision according to factories Act **(10marks)**

b. Discuss the duties and responsibilities of both the employer and employee concerning employee treatment in case of illness or accident **(10marks)**

4. a. Explain safety provisions According to factories Act **(10marks)**

b. Explain the provisions for compensation if one is permanently incapacitated and partially incapacitated **(10marks)**

