



MURANG'A UNIVERSITY COLLEGE

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

COURSE NAME: EMPLOYEE RESOURCING

EXAMINATION TYPE: MAIN

UNIT CODE : HEH 2209

DATE : 17TH APRIL 2015

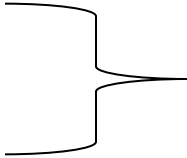
TIME : TWO HOURS

DEGREE

SECOND YEAR SECOND SEMESTER APRIL 2015

INSTRUCTIONS:

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

1.
 - 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 to 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)**
2. 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)**
3.
 - 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)**
5.
 - 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)**