



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

**SECOND YEAR FIRST SEMESTER EXAMINATION FOR BACHELOR OF
SCIENCE IN HUMAN RESOURCE MANAGEMENT**

BHR 202 – MANPOWER PLANNING AND RESOURCING

DURATION: 2 HOURS

INSTRUCTIONS TO CANDIDATES:

1. Answer Question **ONE** and Any other **TWO** questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

SECTION A (30 MARKS)

QUESTION ONE (30 MARKS)

- a) Summarise the meaning of manpower planning. (5 marks)
- b) Identify any five objectives of manpower planning in an organization. (5 marks)
- c) Briefly explain any five reasons for current interest or emphasis on manpower. (5 marks)
- d) Identify any five sources of manpower. (5 marks)
- e) List any five today's common issues regarding human resource challenges. (5 marks)
- f) You have been contracted to carry out an evaluation on redundancy for XYZ business organization. Advice on any five alternatives that you may opt to adopt. (5 marks)

SECTION B (40 MARKS) ANSWER ANY TWO QUESTIONS

QUESTION TWO (20 MARKS)

- a) One of the factors affecting the future manpower forecast are knowing and planning can be done for the future manpower requirement in several work units. Discuss any five manpower forecasting techniques commonly employed by the organization. (10 marks)
- b) Confirm any five characteristics of manpower planning. (10 marks)

QUESTION THREE (20 MARKS)

- a) Explain five need and importance of manpower planning. (10 marks)
- b) A vacancy occurs in a business organization due to various reasons. As a human resource manager in need of personnel, explain any five areas of facts that you need to mitigate while advertising. (10 marks)

QUESTION FOUR (20 MARKS)

- a) Supply forecasting means to make estimation of human resource inventory for current and future availability. Discuss any five considerations to be brought on board during estimation. (10 marks)
- b) Explain any five challenges involved in the process of human resource planning in human resource management. (10 marks)