JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS & ECONOMICS

UNIVERSITY EXAMINATION FOR THE BACHELOR OF LOGISTICS AND SUPPLY CHAIN MANAGEMENT

3RD YEAR 2ND SEMESTER 2021/2022 ACADEMIC YEAR

KISUMU CAMPUS

COURSE CODE: BAB 1334

COURSE TITLE: HUMAN RESOURCE PLANNING

EXAM VENUE: --   **STREAM: BBA(HRM)**

DATE: 9/12/2022   **EXAM SESSION: 9.00-11.00AM**

DURATION: 2 HOURS

 INSTRUCTIONS

1. **Answer QUESTION ONE and any other TWO questions**
2. **Show all your workings.**
3. **Candidates are advised not to write on the question paper**

Question One (30 Marks)

    a. Explain the meaning of human resource planning. (5 marks)

    b. Differentiate between the strategic plans and operational plans. (4 marks)

    c. Outline **three** job analysis methods that an organization can use to carry out effective job analysis. (6 marks)

    d. You have been asked to oppose the motion, Human Resource Planning is impossible or at least a waste of time in a situation where the future is unpredictable. Prepare you case which should include evidence from your own experience.

(15 marks)

Question Two

With the aid of a specimen, differentiate between job description and job specification (20 marks)

Question Three

    a. Outline any **four** tips for drafting effective job description. (4 marks)

    b. Discuss the **eight** steps that Human Resource Department may follow in order to implement Human Resource Information System effectively in the organization.

(16 Marks)

Question Four

    a. Explain **four** reasons for merger and acquisition of business organizations.

(8 marks)

    b. Discuss the methods available to forecast the future demand for skilled staff in any production department. (12 marks)

Question Five

Discuss the current issues in job design. (12 marks)

Give reasons why job analysis is considered to be important for the business organizations.

(8 marks)