



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS AND ECONOMICS**  
**UNIVERSITY EXAMINATION FOR THE DEGREE OF MASTER OF BUSINESS**  
**ADMINISTRATION**

**2<sup>ND</sup> YEAR 1<sup>ST</sup> SEMESTER 2023/2024 ACADEMIC YEAR**

**MAIN**

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**COURSE CODE: MBA 837**

**COURSE TITLE: PROCUREMENT**

**EXAM VENUE**

**STREAM: (MBA)**

**DATE: 29/04/2024**

**EXAM SESSION: 2.00 – 5.00 PM**

**TIME: 3.00 HOURS**

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Instructions:

1. Answer any four questions
2. Candidates are advised not to write on the question paper
3. Candidates must hand in their answer booklets to the invigilator while in the examination room

- (1a) Recruitment and selection remain intricate affairs in the corporate organizations often shaped by a myriad issues and factors. Discuss assertion with relevant examples. (10 marks)
- (b) Justify the rationale for employee turnover immediately after engagement/Employment and ways management can mitigate such situations. (5 marks)
- (2a) Job analysis is a waste of organization's valuable resources. Discuss this contention based on your knowledge and skills in Human Resource Management. (10 marks)
- (b) Based on your knowledge in HR Procurement, discuss using relevant illustrations factors outside the organization that affect recruitment process adversely. (5 marks)
- (3a) Abinex Company is a newly formed company that seeks to serve local and foreign customers. The company is in the process of recruitment of its employee. Advice accordingly using examples on whether to go for external, internal or multiprong approach. (10 marks)
- (b) Recruitment and selection devoid of validity and Reliability of the selection instruments is a waste. Discuss measures to address the stated concern. (5 marks)
- (4a) Discuss what constitutes Job analysis in the Public Service with reference to government procurement policies. Use examples. (10 marks)
- (b) Outsourcing in organization is a necessary evil. Discuss this contention with the application of your knowledge in HRM. (5 marks)
- (5a) Discuss using relevant illustrations the rationale for management to be concerned with issues of Human Resource Management Planning. (10 marks)
- (b) Discuss the wisdom that informs organization wide job evaluation by use of relevant illustrations. (5 marks)
- (6a) Justify appropriate tools used for recruitment and selection of media employees according to the HR guidelines. (8 marks)
- (b) Based on your knowledge in the procurement briefly discuss inherent shortcomings of Job evaluation programme within the organization. (7 marks)