



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF BUSINESS & ECONOMICS
UNIVERSITY EXAMINATION FOR THE DEGREE OF MASTER OF BUSINESS
ADMINISTRATION
2ND YEAR 2ND. SEMESTER 2016/2017 ACADEMIC YEAR
KISII CAMPUS-PART TIME

COURSE CODE: MBA 837

COURSE TITLE: EMPLOYEE PROCUREMENT & DEVELOPMENT

EXAM VENUE: LR 10

STREAM: MBA

DATE: 19/12/16

EXAM SESSION: 9.00 – 12.00 NOON

TIME: 3 HOURS

Instructions:

- 1. Answer Question ONE (COMPULSORY) and ANY other 2 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.**

Question One**(15 marks)**

Like all good plans, management builds employment plans on basic forecasts. Systematic human resource planning cannot be rigid or static. It is subject to review and adjustments in accordance with the needs of the organization in the changing circumstances. Explain the nature of human resource planning.

Question Two**(15 marks)**

Recruitment is the first part of the process of filling a vacancy; it includes the examination of the vacancy, the consideration of sources of suitable candidates, making contacts with those candidates and attracting applications from them. What are the pros and cons of internal sources of recruitment?

Question Three**(15 marks)**

You have been appointed as the human resource manager in the County Government in Kenya. The County proposes to select some managerial trainees. What procedure will you follow for the selection process?

Question four**(15 marks)**

“The purpose of interview is to collect the maximum possible information from the candidate and to judge him/ her as accurately as possible for the post in the organization”. In view of this statement, explain the principles of sound interviewing.

Question five**(15 marks)**

“Managers, supervisors and executives are the most crucial in effective decision- making and therefore most of the enterprises want to ensure that these employees are up-to-date” what is the organization aims of management development?

Question six**(15 marks)**

Discuss the main components of a comprehensive management development programme in a large-scale organization.