



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE
MANAGEMENT
SCHOOL OF BUSINESS AND ECONOMICS**

**COURSE CODE: BHR 304
COURSE TITLE: MANPOWER PLANNING**

DATE: 17TH APRIL, 2018

TIME: 8:30 - 10:30A.M

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** & any other **THREE** questions

This paper consists of 2 printed pages. Please turn over.

QUESTION ONE (25 MARKS)

- a) Efficient Human Resource Planning (HRP) or Manpower Planning (MP) generates high organizational performance. Critically evaluate this statement. (7marks).
- b) Discuss the strategies a Human Resource Manager may plan for, to ensure better human relations in any organization. (5marks).
- c) Discuss the significance of the systematic Audit of internal human resources of an organization. (8marks).
- d) Explain the action plans that may be structured to bridge the surplus and shortage gaps, during Auditing stage of HRP. (5marks).

QUESTION TWO (15MARKS)

- a) Discuss HRP in relation to the relationship between Job Analysis and Recruitment and Selection processes. (5marks).
- b) Describe the benefits of Human Resource planning. (10marks).

QUESTION THREE (15MARKS)

- a) What do you understand by the term Job evaluation and what is its purpose? (10marks).
- b) Explain two job design techniques which are planned for developing Human Resources' skills in an organization. (5marks).

QUESTION FOUR (15MARKS)

External influences can affect Human Resource Planning.

Discuss the above statement with illustrations. (15marks).

QUESTION FIVE (15 MARKS)

- a) Discuss how Technological changes affect Human Resource Planning in organizations. (5marks).
- b) Discuss the regular Reports a Human Resource Manager should receive from Departmental Heads, during the administration of Human Resource Planning programme. (10marks).

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