



THE CO-OPERATIVE UNIVERSITY OF KENYA
END OF SEMESTER EXAMINATION DECEMBER -2022
EXAMINATION FOR THE DEGREE OF BACHELOR OF HUMAN RESOURCE
MANAGEMENT
(YR III SEM I)

UNIT CODE: BHRM 4236

UNIT TITLE: EMPLOYEE RESOURCING

DATE: TUESDAY, 13TH DECEMBER, 2022

TIME: 2:00 PM – 4:00 PM

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INSTRUCTIONS:

- Answer question ONE (compulsory) and any other TWO questions

QUESTION ONE

- a) Explain "job fit" as used in employee resourcing (5marks)
- b) Examine the importance of performance appraisal in an employee career development (10 marks)
- c) Describe two models of off the job training. (5marks)
- d) Explain the contributions of technology in employee resourcing (10 marks)

QUESTION TWO

- a) Assume that you are a human resource consultant, explain the selection tests to use in hiring a potential job candidate (10 marks)
- b) Explain the importance of human resource development. (10 marks)

QUESTION THREE

- a) Explain the external factors that influence human resource planning (10 marks)
- b) Explain the benefits of internal sources of recruitment (10 marks)

QUESTION FOUR

- a) Analyse the challenges facing employee resourcing (10 marks)
- b) Evaluate five features of a recruitment policy in an organization (10 marks)

QUESTION FIVE

- a) Explain five causes of labour turnover in an organization. (10 marks)
- b) Recruitment policy in an organization must determine the sources of labour. With reference to the above statement, explain five external sources of recruitment (10 marks)