



The Co-operative University of Kenya

END OF SEMESTER EXAMINATION AUGUST-2017

EXAMINATION FOR THE BACHELOR OF COOPERATIVE BUSINESS

UNIT CODE: HCOB 2433

UNIT TITLE: HUMAN RESOURCE PLANNING

DATE: 4TH AUGUST, 2017

TIME: 2:00 PM – 4:00 PM

INSTRUCTIONS:

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

SECTION A – Answer all questions.

QUESTION ONE

- a) Discuss the key objectives of Human resource planning (8mks)
- b) Discuss the factors affecting human resource demand forecasting (8mks)
- c) Succession planning will vary slightly between organizations. However there is a general framework that departments use when planning. Discuss (8mks)
- d) Examine the human resource planning limiting factors. (6mks)

SECTION B Choose any two questions.

QUESTION TWO

- a) Before the organization starts performing, it has to get the right skill for the right job. Explain (14mks)
- b) Discuss the methods of merit rating to employees (6mks)

QUESTION THREE

- a) Internal recruitment is preferred to external source of recruitment. Give your views (12mks)
- b) With examples give various tests used in selection (8mks)

QUESTION FOUR

- a) Discuss the reasons why organizations should invest much in training its employees. (12mks)
- b) Examine the factors that influence wages and salaries strategies. (8mks)

QUESTION FIVE

1. a) Examine the strategies used by organizations to retain its employees. (10mks)
- b) How does career development affect an individual (10mks)