

CO-OPERATIVE UNIVERSITY COLLEGE OF KENYA
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
CMHR 1103 ASPECTS OF MANPOWER PLANNING- E-LEARNING
YEAR I SEMESTER 1
JANUARY-APRIL 2016 SEMESTER
APRIL 2016 EXAMINATIONS

INSTRUCTIONS

1. Answer Question One and any other Two Questions
2. Time: 2 Hours

QUESTION ONE

- a) What is manpower planning? [2 Marks]
- b) What are the objectives of manpower planning? [3 Marks]
- c) Identify the problems in human resource planning [5 Marks]
- d) What are the pre-requisites of supply forecasting in human resources [5 Marks]
- e) Differentiate between skills inventory and management inventory [5 Marks]
- f) Describe the steps in succession planning [10 Marks]

QUESTION TWO

- a) Discuss Macro and Micro level issues of human resource planning [10 Marks]
- b) Explain the advantages of training and development [10 Marks]

QUESTION THREE

- a) Explain the various methods of competency mapping [10 Marks]
- b) Discuss the advantages of succession planning [10 Marks]

QUESTION FOUR

- a) Describe factors to consider in demand forecasting [10 marks]
- b) Discuss the internal HR supply forecasting methods [10 Marks]

QUESTION FIVE

- a) Explain demand forecasting [10 Marks]
- b) Discuss the main steps involved in Human Resource Planning process [10 Marks]