

**W1-2-60-1-6**

## JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

**UNIVERSITY EXAMINATIONS 2018/2019**

**EXAMINATIONS FOR THE DEGREE OF MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**HEMH 3105: EMPLOYEE RESOURCING**

**DATE: AUGUST 2019 TIME: 3 HOURS**

**Instructions: Answer question one (compulsory) and any other three questions**

QUESTION ONE

Carefully read the case study on Unilever Company provided and use it to answer questions 1(a) and 1(b) (case study attached at the back)

1a) Discuss the recruitment strategies that Unilever Kenya uses (15 marks)

b) Which methods does Unilever use to select its employees (15 marks)

QUESTION TWO

a) Explain what a corporate human resourcing strategy is and why it is important (6 marks)

b) Discuss the components of an organization human resourcing strategy (14 marks)

QUESTION THREE

a) Give an in depth description of the process of human resource planning (15 marks)

b) What is the purpose of human resource planning (5 marks)

QUESTION FOUR

Briefly describe the following concepts:

a) Job analysis (5 marks)

b) Job design (5 marks)

c) Job description (5 marks)

d) Job enrichment (5 marks)

QUESTION FIVE

a) Employee resourcing in organizations is often subject to major challenges. Discuss these challenges and suggest possible solutions (10 marks)

b) At times organizations are subject to an oversupply of Human resources, at other times they have a shortage in human resources:

i) Identify strategies that human resource managers may employ to mitigate the problem of an oversupply of human resources (5 marks)

ii) Which measures may be taken to correct a case of shortage of human resources

(5 marks)