



MASENO UNIVERSITY

UNIVERSITY EXAMINATIONS 2012/2013

FIRST YEAR FIRST SEMESTER EXAMINATIONS FOR
THE DEGREE OF MASTER OF BUSINESS
ADMINISTRATION
(HOMA BAY CAMPUS)

MBA 837: EMPLOYEE PROCUREMENT AND DEVELOPMENT

Date: 20th July, 2013

Time: 9.00 – 12.00 noon

INSTRUCTIONS:

- ♦ Answer ANY FOUR questions.



Question 1

- a) Discuss the nature of Human Resource Development as an intervention for organizational Development. (8 marks)
- b) Justify the statement that cost of training in an organization is investments rather than expenditure. (7 marks)

Question 2

The employment selection interview is one of the most popular methods among many local organizations. Advance the reasons that could justify this situation and indicate the shortfalls of the method. (15 marks)

Question 3

- a) Compare and contrast any five external sources of candidates for vacant positions (7 marks)
- b) As a Human Resource consultant in Kenya, you have been contracted to give a lecture to line managers of newly established organization in S. Sudan on effective staff training process. Highlight the aspects that you would cover in the lecture. (8 marks)

Question 4

- a) Describe the pros and cons of three on-the-job management development techniques. (7 marks)
- b) Explain the ways in which an organization's management would use to promote equal employment opportunities at work. (8 marks)

Question 5

Contract type of employment is becoming very popular in Kenya today, especially in the public sector. Required to explain the challenges the government is likely to encounter in implementing this policy. (15marks)

Question 6

In an organization, Management is responsible for producing the human resource plan, senior management for supporting it. Implementation is likely to be most effective if it carries the support of the workforce, normally achieved through consultation with trade union or other employee representatives. Explain the importance of a straight forward Human Resource Planning in an organization. (15 marks)