



Catholic University Institute of Buea (CUIB)

2020 /2021 ACADEMIC YEAR

First Semester Examinations – February 2021



School	BUSINESS				
Department	HUMAN RESOURCE MANAGEMENT & EMPLOYEMENT RELATIONS				
Course Code	HRM 201	Course Title	RECRUITMENT AND RETENTION		
Status	C	Credit Value	6	Level	
Date	SATURDAY 27/02/21	Venue	NGONGHI	Time	10.30 -12.30
Course Master(s)	MRS. CAROLINE NENTY ENOH				

INSTRUCTIONS: ANSWER QUESTION ONE AND TWO OTHERS.

QUESTION ONE: (20 marks)

In careers today, we experience a major shortage of qualified people able to fill our jobs. The shortage of skilled workforce will continue to get worse long before it gets better.

- How can we overcome this challenge? (15marks)
- How does it affect the organisation's performance? (5marks)

QUESTION TWO: (15 marks)

- What are the purposes of job analysis? (7marks)
- Explain the advantages and disadvantages of a selection interview. (8 marks)

QUESTION THREE: (15 marks)

- Examine concisely the extent to which external factors of the environment affect recruitment in an organisation. (10 marks)
- Explain how this situation can be handled in order to maintain a balance between available position and personnel hired. (5 marks)

QUESTION FOUR: (15 marks)

- Analyze Five strategies an organisation can put in place to retain its employees. (10 marks)
- Design an application form for senior management posts maximizing critical information, but asking only for information that is strictly relevant. (5marks)

GOOD LUCK!!!

