



KARATINA UNIVERSITY
UNIVERSITY EXAMINATIONS
FIRST YEAR, SECOND SEMESTER EXAMINATION
2024/2025 ACADEMIC YEAR

FOR THE DEGREE OF:
BACHELOR OF HUMAN RESOURCE MANAGEMENT

COURSE CODE: BHR 120

COURSE TITLE: HUMAN RESOURCE PLANNING

DATE: 9TH MAY 2025

TIME: 3.00-5.00PM

INSTRUCTION TO CANDIDATES

- SEE INSIDE

Answer Question ONE and any other THREE

QUESTION ONE

CASE STUDY

Elevators Limited is a Company that was incorporated in Kenya in the year 2022. The Company specializes in human resource consultancy services to private companies and public corporations. In 2023, the company was hired by West County Government to establish the value of each and the worth of every job in the County. This was informed by an observation by County Public Service Board that the former government had over employed in certain departments and under employed in others. After the deep job analysis, Elevators Limited advised that surplus employees need to be retrained instead of termination to avoid legal issues and complications from the trade union. The Governor assigned the Human Resource Development responsibility of training all affected staff. All this happened when you were working at the county as a student on attachment and based on your training on human resource management, you were included in the team planning for the training. The Governor also required the department to come up with human resource projection for the next 10 years.

Required:

- (a) Identify two human resource problems noted at Elevators County. (4 Marks)
- (b) Explain three challenges that were likely to be faced by Elevators County for failure to plan the human resource. (6 Marks)
- (c) Explore other methods that could have been applied at Elevators County to address the surplus employee without resulting to termination of jobs. (10 Marks)
- (d) Discuss importance of the requirement given by the Governor to the County (5 Marks)

QUESTION TWO

- (a) In relation to human resource management, define the term “internal Factors” that affect human resource planning (2 Marks)
- (b) Explain four internal factors that influence human planning for organizations. (8 Marks)
- (c) Discuss the responsibilities of top management when it comes to planning of Human resource in an organization. (5 Marks)

QUESTION THREE

- (a) Analyze connection between workforce planning and business strategy. (4 Marks)
- (b) Highlight three benefits of undertaking human resource planning at national level. (6 Marks)
- (c) Analyze ways through which career management and development addresses human resource planning. (5 Marks)

QUESTION FOUR

- (a) Elaborate strategies that organizations could apply to retain talented employees (4 Marks)
- (b) Discuss the process of human resource planning (6 Marks)
- (c) Analyze four limitations faced during human resource planning due to rapid changes in technology (5 Marks)

QUESTION FIVE

- (a) Explain the role of the Ministry of Labour in human resource planning in a country (4 Marks)
- (b) Discuss challenges faced by organizations in attracting competent employees. (5 Marks)
- (c) Elaborate ways through which organizational culture affect employee's planning in an organization. (6 Marks)

QUESTION SIX

- (a) Discuss five advantages enjoyed by organizations when they outsourcing human resource management function (5 Marks)
- (b) Analyze the relationship between Kenya's workforce and The Vision 2030 dream. (8 Marks)