



**NATIONAL OPEN UNIVERSITY OF NIGERIA  
14/16, AHMADU BELLO WAY, VICTORIA ISLAND, LAGOS  
SCHOOL OF MANAGEMENT SCIENCES  
JUNE/JULY, 2013 EXAMINATIONS**

<b>Course Code:</b>	<b>BHM755</b>	<b>Credit Unit: 2.</b>
<b>Course Title:</b>	<b>Human Resources Planning.</b>	
<b>Time Allowed:</b>	<b>2 Hours.</b>	
<b>Instructions:</b>	<b>1. Attempt Question 1 and any other two (2) Questions. 2. Question 1 is compulsory and carries 30 marks while others carry 20 marks each.</b>	

- 1a. Explain the term “Human Resource Planning” and give three (3) objectives of it.
- 1b. Outline four (4) aims of human resource planning in an organization.
- 1c. Explain any four (4) major benefits of Human Resource Planning.
- 1d. List three (3) problems facing human resource planning in the contemporary organisation.
  
- 2a. Define human resource forecasting.
- 2b. Describe the techniques of forecasting that could be used to estimate future need of employees.
- 2c. What are the factors that should be taken into consideration in recruitment exercises in an organization?
  
- 3a. Explain briefly the terms *Recruitment, placement and selection* processes in an organization.
- 3b. There are two sources of recruitment available to organizations, what are they? Explain the advantages and disadvantages of each recruitment source to an organization.
  
- 4a. List flexibility arrangements that employers could use to alternate full time employment.
- 4b. Outline the advantages and disadvantages of part-time jobs.
- 4c. Explain major constraints to economic development in Nigeria.
  
- 5a. State reasons why education should be encouraged in developing economies.
- 5b. Examine the factors responsible for unemployment in Nigeria from 1960 to date.