



NATIONAL OPEN UNIVERSITY OF NIGERIA
14/16 AHMADU BELLO WAY, VICTORIA ISLAND, LAGOS
SCHOOL OF MANAGEMENT SCIENCES
OCTOBER 2013 EXAMINATION

Course Code: BHM 755

Credit Unit: 2

Course Title: Human Resources Planning

Time Allowed: 2 Hours

Instructions: 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.

1a. What is mobility of labour?

1b. Discuss two types each of labour migration and mobility of labour.

1c. Explain the four key pillars on which operating framework for implementing

NEEDS is anchored?

1d. Mention at least seven (7) categories of tests used in selection processes in an organization.

2a. Define human resource forecasting.

2b. What are techniques demand to be used in forecasting estimate future need of employees.

2c. Mention the factors that should be taken into consideration in recruitment 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 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 five reasons why education should be encouraged in developing economies.

5b. Examine the factors responsible for unemployment in Nigeria from 1960 to date.