MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY (MMUST)

UNIVERSITY EXAMINATIONS
2016/2017 ACADEMIC YEAR
FIRST YEAR FIRST SEMESTER EXAMINATIONS
FOR THE DEGREE
OF
MSC IN HUMAN RESOURCE MANAGEMENT

COURSE CODE: HRM 802

COURSE TITLE: EMPLOYEE RESOURCING

DATE: February 2018   **TIME:** 3 hours

INSTRUCTIONS TO CANDIDATES

Answer Question ONE and any other three questions

Maxim Equal Probabilities (Laplace criterion)

$$\frac{1}{\text{No. of States of nature}}$$

$$\text{Probabilities of States of Nature} \times \text{Payoff}$$

Coefficient of Optimism (Hurwicz) Criterion

$$\alpha(\text{Max column}) + (1-\alpha)\text{Minimum column}$$

The It is sahre

Corrue
Love
Death
Stuff

What does Banads epitaph in Africa Kills
her sun mean.
why does he change the word Icon to Sun.

$\not\equiv$ _

QUESTION ONE

(a) Employee Resourcing Strategy is one of the emergent issues in our Country. Using relevant examples, briefly discuss some of the major components employee resourcing strategy.

(10marks)

(b) Briefly explain FIVE reasons why job analysis are required by organizations and the various methods used to collect data for the process.

(10marks)

(c) Explain briefly FIVE factors that would influence demand for labour at manufacturing company.

(10marks)

(d) Discuss the importance of having scheduled induction system.

(10marks)

QUESTION TWO

(a) Compare and contract recruitment for selection and identify other practices within the recruitment process.

(10 marks)

(b) In the context of employee resourcing, discuss two factors that may contribute to an organization being an employer of choice.

(5marks)

(c) Discuss the importance of target management.

(5marks)

QUESTION THREE

(a) Discuss the various ways through which employees may be released from employment.

(10marks)

(b) Identify any one recruitment theory and discuss the relevance to the process of recruitment.

(10marks)

QUESTION FOUR

(a) Explain the recruitment fundamentals that should be observed during resourcing of employees by an organization.

(5marks)

(b) Enumerate the advantages and disadvantages of internal recruitment.

(10marks)

(c) Discuss the human resource planning process.

(5marks)

The success/failure that an Individual/organization experiences depends
to a large extend on the ability of making appropriate decision
- Decision theory provides an analytical and systematic approach
to depict the expected results of a situation when alternative
Numerical actions & outcomes are impared

X-tics of Decision model

1) Decision Alternatives/courses of Actions
11) states of Natures
- these are the future conditions/consequences events/scenarios
that are not under the control of the Decision maker.
111) Pay off
- A numerical value resulting or outcome from c_{ij} vk
                                                  R jvk
                                                  c) con

General form

states of Nature	Probabilities			Courses of Actions
N_1	δ_1	δ_2	δ_n	
	P_1	P_2		r
N_2				
N_3				

Decision Making under Uncertainty.

1) Optimism (Maxmax)/ Criterion Minimin
- Locate the Maximum/Minimum payoff values corresponding
to each alternative
- select an alternative with the best anticipated payoff
value (maximum for profits and Minimum costs
11) Pessimum (Maximin or Minimin).
- locate the Minimum payoff value
- select the alternative with the best anticipated payoff
value