



# **MAASAI MARA UNIVERSITY**

**REGULAR UNIVERSITY EXAMINATIONS  
2022/2023 ACADEMIC YEAR  
FOURTH YEAR FIRST SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS  
BACHELOR OF SCIENCE IN HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE: BHR 4109**

**COURSE TITLE: CONSULTANCY IN HUMAN  
RESOURCE MANAGEMENT**

**DATE: 7<sup>TH</sup> DECEMBER, 2022**

**TIME: 1430-1630**

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## **INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory

Answer any other **THREE** questions

## **QUESTION ONE**

(a) “A consultant is a person who provides professional or expert advice in a particular field of science or business to either a business or an individual.” Explain the importance of Human resource consultants to organizations. **(15 marks)**

(b) Discuss how to prepare a consulting proposal. **(10 marks)**

## **QUESTION TWO**

(a) Differentiate between management consultancy and counselling.

**(10 marks)**

(b) Explain the importance of ethics in consultancy. **(5 marks)**

## **QUESTION THREE**

(a) Explain the **five** phases in the consultancy process. **(15 marks)**

## **QUESTION FOUR**

**(a)** Explain the qualities of a good consultant **(10 marks)**

**(b)** Explain the reasons for outsourcing consultancy services. **(5 marks)**

## **QUESTION FIVE**

**(a)** Discuss the marketing strategies used to market consultancy services

**(5 marks)**

**(b)** Explain the difference between an internal and external consultant. **(10 marks)**

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