



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2023/2024 ACADEMIC YEAR
SECOND YEAR FIRST SEMESTER**

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

COURSE CODE: BHR 2104-1

COURSE TITLE: MANPOWER PLANNING

DATE: 15/12/2023

TIME: 1100-1300 HRS

INSTRUCTIONS TO CANDIDATES

Question **ONE** is compulsory

Answer any other **TWO** questions

QUESTION ONE

(a) “Human Resource planning is the continuous process of systematic planning to achieve optimum use of an organizations’ most valuable asset and its quality of employees.” Discuss the above statement giving relevant examples. **(10 marks)**

(b) Explain the importance of Action planning in Human Resource planning highlighting the process to be followed when conducting the same. **(10 marks)**

QUESTION TWO

(a) Explain Human resource demand forecasting methods. **(10 marks)**

(b) Briefly discuss the contribution of Human resource to manpower planning. **(5 marks)**

QUESTION THREE

(a) Explain the process of organizational workforce assessment. **(10 marks)**

(b) Briefly describe the methods that organizations use to retain their staff.

(5 marks)

QUESTION FOUR

(a) Describe the Human resource planning process **(10 marks)**

(b) Explain the meaning and use of succession analysis in Human Resource supply forecasting. **(5 marks)**

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