UNIVERSITY EXAMINATIONS
2022/2023 ACADEMIC YEAR
THIRD YEAR FIRST SEMESTER

SPECIAL/SUPPLEMENTARY EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 312

COURSE TITLE: HUMAN RESOURCE PROCUREMENT

DATE: 04/08/2023 **TIME:** 2:00-4:00PM

INSTRUCTION TO CANDIDATES

1) The paper contains **FIVE** questions
2) Attempt **THREE** questions
3) Question **ONE** is Compulsory

QUESTION ONE

a) It is an established fact that companies with better gender diversity ratios outperform those with the least. How would an organization concerned with gender equality increase gender diversity (12 marks)

b) Analyze remedies available where an employment tribunal upholds an employee's unfair dismissal claim. (8 marks)

c) Explore benefits of talent management in today's global scenario where the best possible utilization of employee's talent is very essential. (10 marks)

QUESTION TWO

(a) Enumerate tools available to ensure that your next hire is the best possible fit for your team. (12 marks)

(b) To ensure top talent acquisition and retention, you'll need to devise a strategic long-term plan. Devise talent acquisition strategies to suit talent acquisition in the current era. (8 marks)

QUESTION THREE

a) A successful talent management strategy promotes rich development of the talented and in this way people's talents are fully utilized and developed in a manner that benefits the organization and the individual. Explain features of a successful talent growth process (8 marks)

b) What online recruiting methods can an organization apply to have access to a large pool of candidates? (12 marks)

QUESTION FOUR

a) Explain the benefits which accrue to an organization which embarks on e- recruitment to identify, attract, screen and hire candidates. (8 marks)

b) Highlight the contents of your briefing if you are appointedto brief the newly hired managers of the organization you work for (12 marks)

QUESTION FIVE

a) Give justification as to why a company has to invest so much in human capital (12 marks)

b) What are the advantages of induction process to multi-national companies operating across the borders? (8 marks)