



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

BACHELOR OF SCIENCE HONOURS DEGREE IN HUMAN RESOURCE MANAGEMENT

LEVEL 4 SEMESTER 1

EXAMINATION QUESTION PAPER

MODULE CODE	HRMH 412
MODULE NARRATION	EMPLOYEE RESOURCING
DATE	
DURATION	3 HOURS

INSTRUCTIONS TO CANDIDATES:

Answer all questions in section A and any two questions in section B.
Section A carries 40 marks and each question in section B carries 30 marks.
Questions may be answered in any order.

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SECTION A

- 1a) It is argued that, 'while delivering an effective HR plan, carrying out job analysis and maintaining high levels of employee commitment are desirable aims for the modern HR function, the achievement of maximum flexibility is an essential aim'. Given the contemporary business environment, outline to what extent do you agree with this statement and why (20)
- b) Discuss the challenges you might face in human resource planning in this dynamic environment and propose strategies to overcome them. (20)

SECTION B

1. Elaborate on the salient features of the Flexible Firm Model and assess its relevance in modern day organizations.
2. Discuss how flaws in human resource planning contribute to high employee turnover and struggle in retaining new hires.
3. Your organization is considering the use of Artificial Intelligence (AI) in its operations. Assess the potential impacts of AI on staff retention.
4. Analyse the implications of staff attrition on the achievement of important organisational outcomes.

END OF EXAMINATION