

THE OPEN UNIVERSITY OF TANZANIA

FACULTY OF BUSINESS MANAGEMENT

OLG 223: WORKFORCE PLANNING

ANNUAL/SUPPLEMENTARY EXAMINATION

DATE: Tuesday, 10 June 2014

TIME: 11:45 – 14:45 HRS

INSTRUCTIONS

- There are **FIVE** questions in total, answer **FOUR**
 - Question **ONE** is **COMPULSORY**
 - Marks are allocated at the end of each question
 - Be clear and to the point.
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QUESTION ONE

Write short notes on the following concepts:

- (a) Job analysis
- (b) Human resources planning model 25 marks
- (c) Career development
- (d) Labour turnover
- (e) Replacement chart

QUESTION TWO

Organisational strategy and the human resource department are intertwined'. Critically review this statement and offer your comments. 15 marks

QUESTION THREE

Outline and briefly explain the factors affecting HR planning. 15 marks

QUESTION FOUR

Briefly discuss the benefits gained from a well taken human resource planning process. 15 marks

QUESTION FIVE

In recent years, many organizations have found it necessary to make some of their employees redundant. Describe principal causes of this phenomenon. 15 marks

END
