



FACULTY OF BUSINESS MANAGEMENT
END OF SEMESTER EXAMINATIONS - APRIL 2025

PROGRAMME: BHRM

YEAR/SEM: YEAR 1/SEMESTER 2

COURSE CODE: HRM1201

NAME: HUMAN RESOURCE PLANNING

DATE: 2025-04-17

TIME: 9:00AM-12:00PM

INSTRUCTIONS TO CANDIDATES:

1. Read the instructions very carefully
2. The time allowed for this examination is STRICTLY three hours
3. Read each question carefully before you attempt and allocate your time equally between all the Sections
4. Write clearly and legibly. Illegible handwriting cannot be marked
5. Number the questions you have attempted
6. Use of appropriate workplace examples to illustrate your answers will earn you bonus marks
7. Any examination malpractice detected will lead to automatic disqualification.

DO NOT WRITE ANYTHING ON THE QUESTION PAPER

Section A Section A: Compulsory: (40 marks)

Question 1:

SECTION A: COMPULSORY. (40 MARKS)

Case Study 1: Human Resource Forecasting at BIDCO Uganda

BIDCO Uganda, a leading manufacturer of edible oils and other consumer goods, has been expanding its operations to meet the growing demand in East Africa. The company is introducing new product lines, increasing its production capacity, and venturing into new markets. With this expansion, the HR team must forecast future workforce requirements to ensure that the company has the right skills in place to support its growth. However, external market factors, including economic conditions and competition for skilled labor, make it difficult to predict the future demand for workers. BIDCO is exploring various HR demand forecasting techniques, including statistical models and expert opinions, but struggles with balancing demand and supply factors such as employee turnover, training requirements, and regional labor market dynamics. The company must develop a forecasting model that not only anticipates future needs but also addresses these complexities while ensuring that the workforce remains aligned with organizational objectives.

Use the above case study to answer the following questions

- a) Examine the role of HR demand forecasting in ensuring BIDCO Uganda's workforce supports its expansion strategy. (10 marks)
- b) Discuss the techniques BIDCO Uganda can use to improve HR demand forecasting and minimize forecasting errors. (10 marks)
- c) Analyze the factors that influence HR demand forecasting at BIDCO Uganda and how external variables such as market conditions impact the process. (10 marks)
- d) Justify how BIDCO Uganda can balance internal talent development with external recruitment to meet future workforce demands. (10 marks)

Section B Answer any 3 questions (60 marks)

Question 1:

1

- a) Analyze the significance of aligning HRP with an organization's strategic goals. (10 marks)
- b) Explain how organizations can effectively estimate future HR requirements to avoid talent shortages. (10 marks)

Question 2:

12.

- a) Analyze the link between succession planning and leadership development programs in ensuring organizational success. *(10 marks)*
- b) Discuss the challenges organizations face when implementing succession planning and propose strategies to address them. *(10 marks)*

Question 3:

- 9.
- a) Examine how HR supply forecasting can be used to assess and develop existing employee skills within the organization. *(10 marks)*
 - b) Discuss the role of external recruitment in matching HR supply with demand in the face of talent shortages. *(10 marks)*

Question 4:

- 3
- a) Examine the role of internal workforce assessments in HR supply forecasting. *(10 marks)*
 - b) Discuss the importance of matching HR supply with organizational demand to maintain efficiency. *(10 marks)*

Question 5:

- 10.
- a) Explain the impact of HR wastage, particularly labor turnover, on organizational performance and productivity. *(10 marks)*
 - b) Justify the importance of employee retention strategies in reducing HR wastage and improving organizational effectiveness. *(10 marks)*

Question 6:

- 8.
- a) Analyze the advantages and limitations of using quantitative techniques in HR demand forecasting. *(10 marks)*
 - b) Explain how external factors such as market trends and economic shifts impact HR demand forecasting. *(10 marks)*