



(University of Choice)

**MASINDE MULIRO UNIVERSITY OF
SCIENCE AND TECHNOLOGY
KISUMU CITY CAMPUS**

**UNIVERSITY EXAMINATIONS
2016/2017 ACADEMIC YEAR**

**FIRST YEAR FIRST SEMESTER EXAMINATIONS
FOR THE DEGREE
OF**

MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

COURSE CODE: HRM 803

COURSE TITLE: FOUNDATIONS OF HUMAN RESOURCE MANAGEMENT

DATE: FEBRUARY, 2018 TIME: 3 HOURS

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTION ONE AND ANY OTHER THREE QUESTIONS

QUESTION ONE

1.a) According to Edwin B. Flippo, —Human resource management is the planning, organising, directing and controlling of the procurement, development, resources to the end that individual and societal objectives are accomplished. What are the features of HRM? (10 Marks)

b) Discuss the specific Objectives of HRM (10 marks)

c) Human Resource Management has a place of great importance. According to Peter F. Drucker. Discuss the importance of HRM.(10 Marks)

QUESTION TWO

Because of continuous changing socio-economic, technological and political conditions, the human resource managers of the future shall have to face more problems in the management of labour. The human resource managers of today may find themselves obsolete in the future due to changes in environment if they do not update themselves. Discuss the challenges which might be faced by the managers in the management of people in business and industry.(20 Marks)

.QUESTION THREE

a) According to Wikstrom, Human Resource Planning consists of a series of activities. Discuss these activities. (10 Marks))

b) Discuss the Steps in Human Resource Planning (10 Marks)

QUESTION FOUR

a) According to Edwin B. Flippo: “Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organisation.” Explain the internal and external factors that affect Recruitment(10 Marks)

b) Discus the external Sources of Recruitment (10 Marks)

QUESTION FIVE

- a) Career planning is the process of matching career goals and individual capabilities with opportunities for their fulfilment. What are the Objectives of Career Planning ?(10 Marks)
- b) Career development and the career planning process include a number of specific steps that help to identify personal skills and attributes. Discuss these steps. (10 Marks)

