



*(The University of Choice)*

**MASINDEMULIROUNIVERSITY OF  
SCIENCE AND TECHNOLOGY  
(MMUST)  
KISUMU CAMPUS**

**EXAMINATIONS  
2015/2016 ACADEMIC YEAR**

**FIRST YEAR SECOND SEMESTER EXAMINATIONS**

**FOR DEGREE  
IN  
BACHELOR OF COMMERCE**

**COURSE CODE:                   BCB 203**

**COURSE TITLE:                   PRINCIPLES OF HUMAN RESOURCE  
MANAGEMENT**

**DATE: SEPTEMBER                   TIME: 2 HOURS**

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**INSTRUCTIONS TO CANDIDATES**

Answer question **One** and any other **Two** questions

### **QUESTION ONE**

- a) Enumerate the objectives of human resource management Department? **(15 Marks)**
- b) What are the external Environmental Factors that Influences the Companies employees' Compensation Practices? **( 10 Marks)**

### **QUESTION TWO**

- a) Discuss the reasons for organization emphasis on Human Resource Planning?  
**(17 Marks)**
- b) Explain the main Determinants of motivation to employees in an organization?  
**(8 Marks)**

### **QUESTION THREE**

- a) Discuss the Factors that affect Recruitment process in Organizations? **(12 Marks)**
- b) Why Do Organizations Prefer Internal Sources of recruiting personnel?( **13 Marks)**

### **QUESTION FOUR**

- a) Explain the Benefits of Employee Training and Development to organization and its employees? **(13 Marks)**
- b) Discuss some of the importance and or need of executive/Management development programme in organizations? **( 12 Marks)**

### **QUESTION FIVE**

- a) Explain some of the Employment Rights and Benefits available to employees based on Kenya's Legal Framework? **(13 Marks)**
- b) Enumerate the Role of State in Industrial Relations? **(12 Marks)**