



MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

(MAIN CAMPUS)

UNIVERSITY EXAMINATIONS (SPECIAL)

2021/2022 ACADEMIC YEAR

SECOND YEAR, TRIMESTER

FOR THE DEGREE

OF

BACHELOR OF COMMERCE

COURSE CODE: BCB 203

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: TUESDAY, 26TH JULY 2022

TIME: 8:00 – 10:00AM

INSTRUCTIONS TO CANDIDATES

Answer **QUESTION ONE** and **any other Two**

TIME: 2 Hours

QUESTION ONE

The distinctive feature of HRM is its assumption that improved performance is achieved through the people in the organization. If therefore, appropriate HR policies and processes are introduced, it can also be assumed that HRM will make a substantial impact on firm performance. High levels of organizational performance are not achieved simply by having a range of well-conceived HR policies and practices in place. What makes the difference is how these policies and practices are implemented. This is where the role of HR managers in people management is crucial: 'The way HR managers formulate and implement HR strategies shows leadership in dealing with employees in the attainment of organizational goals. Good HR strategies in the areas of training, recruitment, reward, health and fitness etc. have to be enacted to enable the organization have a competitive advantage.

QUESTION ONE

- (a) What are the sources of recruitment for a university which is in pursuit of recruiting competent staff to help in the attainment of its goals? (10 marks)
- (b) What are the advantages of a training conducted on a separate routine from the normal work routine? (10 marks)
- (c) Discuss various human resource management functions in modern management practice (10 marks)

QUESTION TWO

- (a) The history of HRM can be traced to England. Discuss the development of HRM with the arrival of the industrial revolution (10 marks)
- (b) The practice of HRM is often guided by certain principles. Explain principles of human resource management (10 marks)

QUESTION THREE

- (a) An analysis of the staffing requirements is always necessary for the organization to succeed in achieving its business objectives. What factors influence demand for labour in an organization (10 marks)
- (b) Discuss best possible ways to improve employee relations if the county governments have to achieve vision 2030 (10 marks)

QUESTION FOUR

(a) Through job evaluation an organization is able to establish the relative value of positions. Explain the aims of job evaluation. (10 marks)

(b) Human resource planning is a formal management of human resources function. What are the advantages of human resource planning? (10 marks)

QUESTION FIVE

(a) Training is the systematic modification of behavior through learning. Explain the benefits of training to an organization. (10 marks)

(b) Highlight key compensation components in addition to salary that are paid to someone for loss suffered (10 marks)

