

10

# KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS**  
**SPECIAL/SUPPLEMENTARY EXAMINATION**  
**2017/2018 ACADEMIC YEAR**  
**FIRST YEAR SECOND SEMESTER**  
**FOR THE DEGREE OF MASTER OF BUSINESS**  
**ADMINISTRATION**

**COURSE CODE: MBA 801**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**DATE: 01/10/2018**

**TIME: 3 – 6PM**

---

## **INSTRUCTIONS TO CANDIDATES**

- Answer question **ONE** (compulsory) and any other **THREE** questions
- Question **ONE** attracts **40 marks**
- Time allowed is **THREE** hours
- All other questions attract equal marks (**20 marks**)

### QUESTION ONE

- a) Distinguish between:
- (i) Job description and job specification (5 marks)
  - (ii) Job enlargement and job enrichment (5 marks)
- b) HR can make a major contribution to developing the resource capability of the firm and therefore its strategic capability by systematically reviewing the firm's strategic objectives and by ensuring that plans are made that will ensure that the human resources are available to meet those objectives. Discuss the contributions of Human Resource to human resource planning in Nzoia Sugar Company (10 marks)
- c) What are the major emerging and current issues to HRM in today's market and how may you respond to these challenges? (20 marks)

### QUESTION TWO

- a) Identify and discuss FIVE steps that Recruitment Process passes (10 marks)
- b) The HR function provides guidance and training and will develop and help to introduce and maintain formal processes; but it does not do line managers' jobs for them. However, in their role as industrial relations specialists, HR practitioners may deal directly with trade unions and their representatives. Discuss the role of the HR function in employee relations (10 marks)

### QUESTION THREE

Managing diversity is a challenging issue today in our organisations in Kenya and globally. It is about ensuring that all people maximize their potential and their contribution to the organization. It means valuing the differences between people and the different qualities they bring to their jobs which can lead to the development of a more rewarding and productive environment. Explain how a Human Resource Manager in Delmonte Company in Thika handles diversity to ensure organisational, personal and societal objectives are achieved (20 marks)

### QUESTION FOUR

- a) Discuss the main functions and responsibilities of a Human Resource Manager in a modern industrial organisation. (10 marks)
- b) Identify and explain the staff roles of the HRM in relation to other departments in organisations. (10 marks)

### QUESTION FIVE

- a) State and explain briefly the staff retention measures that a HR manager can institute in an organization of your choice. (8 marks)
- b) Explain any six prerequisites of a good recruitment policy (12 marks)