

KIBABII UNIVERSITY



100

UNIVERSITY MAIN EXAMINATIONS

2017/2018 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER

FOR THE DEGREE OF BACHELOR OF BUSINESS
MANAGEMENT

COURSE CODE: BBH 211

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 18/01/2018 TIME: 9 - 11AM

INSTRUCTION TO CANDIDATES:

- Answer question **ONE** (compulsory) and any other **TWO** questions
- Question **ONE** attracts **30 marks**
- Time allowed is **TWO** hours
- All other questions attract equal marks (**20 marks**)

QUESTION FIVE

- a) Discuss the importance of studying Human Resources Management to the management of Nzoia Sugar Company who are keen of enrolling part of their staff to pursue the Degree of Master of Science in Human Resource at Kibabii University College **(8 marks)**.
- b) Write brief notes on the following terms as applied in the Human Resource Management: **(12 marks)**
- I. Furloughing
 - II. Touch labour and knowledge worker
 - III. Outsourcing
 - IV. Offshoring

QUESTION ONE

- a. I. Explain the concept of Human Resource Management **(2 marks)**
II. Discuss any **four** principles of Human Resource Management **(8 marks)**
III. HRM functions (also called processes) are carried out by the HR managers to fulfill the goals and objectives of the organization. For the HR managers to fulfill these goals and objectives, they perform two sets of functions. Identify and explain these two sets of functions **(10 marks)**.
- b. Describe the five components of a Human Resource Management system in an organisation **(10 marks)**

QUESTION TWO

- a) I. Briefly explain the concept of recruitment **(2 marks)**
II. What is the importance of recruitment in an organisation? **(6 marks)**
- b) State any three advantages and three disadvantages of both internal and external recruitment **(12 marks)**

QUESTION THREE

- a) What are four differences between training and development? **(4 marks)**
- b) Describe the importance of training and development in Nzoia Sugar Company **(16 marks)**

QUESTION FOUR

- a. I. Explain briefly the term job analysis **(2 marks)**
II. As a Human Resource Student explain to the management of Kibabii University College the importance of conducting job analysis in the University **(8 marks)**
- b. Discuss the **five** major domains of activities performed by HRM professionals? **(10 marks)**