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# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

**2019/2020 ACADEMIC YEAR  
SECOND YEAR SECOND SEMESTER**

**SPECIAL/SUPPLEMENTARY EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF EDUCATION  
(ARTS)**

**COURSE CODE: BBM 211/BBM 203**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**DATE: 18/02/2021**

**TIME: 11.00AM-1.00PM**

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### **INSTRUCTION TO CANDIDATES**

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory

**TIME: 2 Hours**

**KIBU observes ZERO tolerance to examination cheating**

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**SECTION A: Compulsory (30 marks)**

**Question 1**

(a) Define the following terminologies citing relevant examples:

- |       |                 |           |
|-------|-----------------|-----------|
| (i)   | Job evaluation  | (2 marks) |
| (ii)  | Organization    | (2 marks) |
| (iii) | Controlling     | (2 marks) |
| (iv)  | Coordination    | (2 marks) |
| (v)   | Human Resources | (2 marks) |

(b) Strikes are normally organized by union officials as a result of unresolved disputes with the top management. State and explain the types of strikes.  
(10 marks)

(c) Work life balance practices have an impact on staff retention within organizations. Elaborate citing appropriate examples. (10 marks)

**SECTION B: Answer any two questions (40 marks)**

**Question 2**

Elaborately discuss the importance of human resource planning in an organization of your choice. (20 marks)

**Question 3**

You have been invited to give a talk on the impact technology on HR Practices within organizations. Discuss. (20 marks)

**Question 4**

Define employee relations and discuss its importance to organizations citing relevant examples. (20 marks)

**Question 5**

You are the Vice Chancellor, Kibabii University. Discuss your roles citing relevant examples. (20 marks)