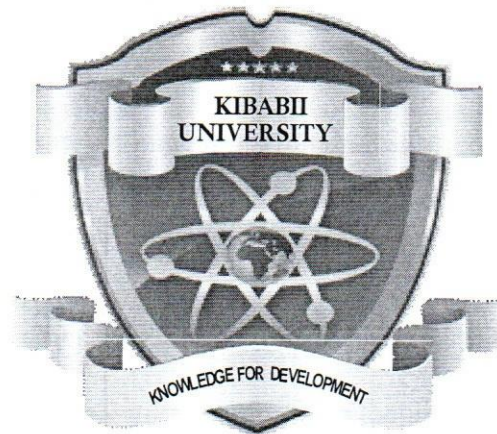


# KIBABII UNIVERSITY



**UNIVERSITY EXAMINATIONS  
SPECIAL/SUPPLEMENTARY EXAMS  
2015/2016 ACADEMIC YEAR**

**FOURTH YEAR SECOND SEMESTER**

**FOR THE DEGREE OF BACHELOR OF  
COMMERCE**

**COURSE CODE: BCH 455E**

**COURSE TITLE: CONTEMPORARY ISSUES IN HUMAN  
RESOURCE MANAGEMENT**

**DATE: 11/10/18**

**TIME: 8 -10AM**

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## **INSTRUCTIONS TO CANDIDATES**

Answer **All** questions in Section A and Any other **TWO (2)** Questions from **section B**

## **SECTION A COMPULSORY (30 Marks)**

### **Question 1**

- (a) Briefly Discuss the development of Human Resource Management in Organizations. (10 marks)
- (b) Discuss the major trends affecting HR practices in organizations today. (10 marks)
- (c) A consensus has emerged among scholars and practitioners alike that the business environment has become more competitive than in the past because of globalization. Discuss. (10 marks)

## **SECTION B - Answer any TWO Questions (40 MARKS)**

### **Question 2**

Employee behavior is influenced by both internal and external factors. Explain this statement citing relevant examples from an organization of your choice. (20 marks)

### **Question 3**

Many organizations are currently embracing the concept of ethics and corporate social responsibility. Discuss its impact on an organization of your choice. (10 marks)

Managing a multinational corporation can be challenging to the HR Manager. Explain. (10 marks)

### **Question 4**

You are the Director of HRM (international) for an international firm operating mainly in Kenya. The business strategy is to expand operations into the Far East, starting in Malaysia. A number of medium – sized firms based in Kuala Lumpur have been identified as possibilities for acquisition. Explain your recommendation for the remuneration of expatriates. (20 marks)

### **Question 5**

- a) Human resources in organizations are in a dilemma over implementation of sexual harassment policy. Discuss. (10 marks)
- b) State and explain how organization theory of ethical and social responsibility impacts on the workplace citing examples from an organization of your choice. (10 marks)