

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

MAIN EXAMINATION

2020/2021 ACADEMIC YEAR

FIRST YEAR FIRST SEMESTER

FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION WITH IT

COURSE CODE: MBT 810

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 05/08/2021

TIME: 9.00AM-12.00PM

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) You have been requested by the Human Resource to carry out a training for new staff. Explain five expected outcomes of this exercise (10 marks).
- b) In response to economic challenges occasioned by COVID 19, some organizations have found it necessary to review critical components of their Human Resource Policies. Explain such components (10 marks).
- c) To remain competitive, many organizations have embraced world class human resource management practices. Discuss the need of adoption of such practices (10 marks).
- d) Simba Technologies a newly established technology firm is currently conducting recruitment to fill various vacancies. Explain five key elements of a job specification that can be used during this exercise (10 marks).

QUESTION TWO

- a) Most companies are now concerned on how to manage people in the most efficient manner in order to improve productivity. As a Human Resource expert, discuss the emerging issues in Human Resource Management that organizations should take into account when managing people (10 marks).
- b) Identify factors that may influence the source of recruitment in an organization (10 marks).

QUESTION THREE

- a) A number of accidents at Malewa Company has increased over time. Explain the measures the company can put in place in order to minimize the rate of accidents (10 marks).
- b) At a meeting of trustees, the CEO of a medium sized charity proposed that a Director of HR should be appointed to assist in Wage determination. What will the Director consider when determining the fixation of wages and salary (10 marks)?

QUESTION FOUR

- c) You have been approached by the Vice Chancellor of University of Nairobi to help with preventing the challenge of overstaffing. Prepare your case, which should include evidence from your own experience or research (10 marks).
- d) The latest development in the Kenyan teaching profession is the introduction teacher performance management system. Explain the effectiveness of such a system (10 marks).

QUESTION FIVE

- a) You have been asked by your manufacturing Director to assist in forecasting the future demands for skilled staff in the production departments. Develop a plan to achieve the desired results (10 marks).
- b) Recently your organization asked you to be involved in job analysis process. Illustrate five benefits the organization stands to gain by analyzing its jobs. (10 marks)