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# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

### 2021/2022 ACADEMIC YEAR FIRST YEAR SECOND SEMESTER MAIN EXAMINATION

#### FOR THE DIPLOMA OF BUSINESS MANAGEMENT

**COURSE CODE: DHR 100**

**COURSE TITLE: PRINCIPLES OF HUMAN RESOURCE  
MANAGEMENT**

**DATE: 13/05/2022**

**TIME: 9.00AM – 11.00AM**

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#### **INSTRUCTION TO CANDIDATES**

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

**TIME: 2 Hours**

**KIBU observes ZERO tolerance to examination cheating**

### QUESTION ONE

- a. Describe the operative and managerial functions of human resource management. (10 marks)
- b. Explain the challenges that face the modern human resource management department. (10 marks)
- c. Human resource management is the most important asset of any organization. Discuss (5 marks)
- d. an organization that fails to learn fails to grow. Discuss (5 marks)

### QUESTION TWO

- a. Define the following terms;
  - i. Recruitment (2 marks)
  - ii. Selection (2 marks)
- b. Describe the phases of selection process. (9 marks)
- c. Outline five methods of training that can be used by an organization to improve the skills of its workforce. (7 marks)

### QUESTION THREE

- a. Define the term performance management. (2 marks)
- b. Discuss the importance of conducting a performance appraisal in an organization. (6 marks)
- c. Highlight the process of training in an organization. (5 marks)
- d. Explain the measures that can be undertaken to improve performance in the workplace. (7marks)

### QUESTION FOUR

- a. Define compensation management. (3 marks)
- b. Explain the importance of an organization compensating its employees. (7 marks)
- c. Discuss five forms of compensation present in an organization. (10 marks)