

# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS 2021/2022 ACADEMIC YEAR SECOND YEAR SECOND SEMESTER

### SPECIAL/SUPPLEMENTARY EXAMINATION

FOR THE DEGREE OF BACHELOR OF EDUCATION  
AND FOR THE DEGREE OF BACHELOR OF  
COMMERCE

COURSE CODE: BCH 213/BCH 211

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 18/07/2022

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

KIBU observes ZERO tolerance to examination cheating

### QUESTION ONE

High level of organizational performance is not achieved simply by having a range of well-conceived HR policies and practices in place. What makes the difference is how these policies and practices are implemented. This is where the role of HR managers in people management is crucial. The way HR managers formulate and implement HR strategies shows leadership in dealing with employees in the attainment of organizational goals. Good HR strategies in the areas of employment relationship, training, recruitment, reward, health and fitness etc. have to be enacted to enable the organization have a competitive advantage.

- a) The role of HR managers in people management is crucial. Discuss roles of HRM functions in the modern human resource management (10 marks)
- b) One of the functions of Human resource Management is training. Explain the benefits of training to a modern organization in a developing economy (10 marks)
- c) An analysis of the staffing requirements is always necessary for the organization to succeed in achieving its business objectives. What factors influence demand for labour in an organization (10 marks)

### QUESTION TWO

- (a) Through job evaluation an organization is able to establish the relative value of positions. Explain the aims of job evaluation. (10 marks)
- (b) Human resource planning is a formal management of human resources function. What are the advantages of human resource planning? (10 marks)

### QUESTION THREE

- a) To succeed an organization must attract and retain productive employees by establishing competitive incentive plans. Discuss factors to be considered in planning incentives. (10 marks)
- b) Describe the most common forms of tests used by recruiters as part of their selection procedure (10 marks)

### QUESTION FOUR

- a) Highlight key compensation components in addition to salary that are paid to someone for loss suffered (10 marks)
- b) The history of HRM can be traced to England. Discuss the development of HRM with the arrival of the industrial revolution (10 marks)

**QUESTION FIVE**

a) The practice of HRM is often guided by certain principles. Explain principles of human resource management (10 marks)

b) Serious organizations with a competitive advantage are normally guided by job descriptions and job specifications in their recruitment plans. Describe components of a job description. (10 marks)