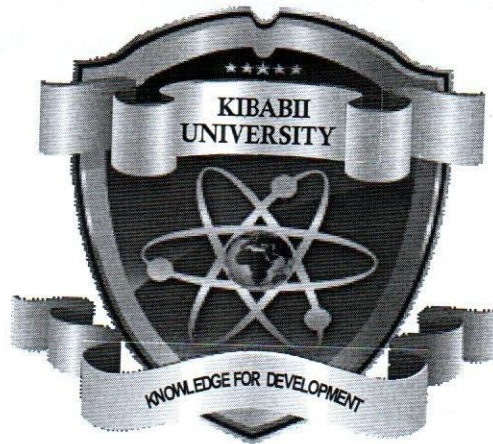


KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2021/2022 ACADEMIC YEAR
SECOND YEAR FIRST SEMESTER
SPECIAL/SUPPLEMENTARY EXAMINATION
FOR THE DEGREE OF BACHELOR OF BUSINESS
MANAGEMENT**

COURSE CODE: BBH 211

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 18/07/2022

TIME: 11.00AM – 1.00PM

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

QUESTION ONE (30 marks) (COMPULSORY)

- a) "Human Resource Planning is a prerequisite for effective management of Human capital". In the light of this statement analyze the significance of Human Resource Planning in organizations. (8 marks).
- b. A Sales Manager says to you "Lets face it, the only reason people come to work, is for the money. Pay them more money and they will work harder". Explain why you either agree or disagree with Sales Manager's opinion. (6 marks)
- c. Clearly describe the evolution of Human Resource Management. (8 marks)
- d. "Human Resource Management is a staff function but a line responsibility". Comment on this statement. (4 marks)
- e. Distinguish between induction, training and development. (4 marks)

QUESTION TWO

- a. A good performance appraisal system should include the post-appraisal interview. Describe the types or post-appraisal interviews which can be used in Human Resource Management. (10 marks)
- b. Human Resource Management is basically concerned with human relations in the Organization and the main objective of every HR department is to maintain sound industrial relations between labour and management. Sound industrial relations mean absence of industrial disputes. Clearly examine the significance of industrial relations. (10 marks)

QUESTION THREE

- a. Health and safety is sometimes regarded as a luxury by senior management. What action could be taken on the initiative of the Human Resource department, to change this view" (8 marks)
- b. Describe Four methods of analyzing a job. (4 marks)

- c. Recruitment provides a pool of candidates to enable management to select suitable candidates for different jobs. Clearly examine the external sources of recruitment.

(8marks)

QUESTION FOUR

- a. Clearly outline the differences between Personnel Management and Human Resource Management. (10 marks)
- b. Training offers several advantages to employees and to the enterprises. Explain some of the merits of training. (10 marks.)

QUESTION FIVE

- a. Explain FIVE emerging issues in Human Resource Management. (8 marks)
- b. With the help of an example, differentiate between job description and job specification. (6 marks)
- c. Outline the major roles of an HR practitioner (6 marks)