

# KIBABII UNIVERSITY



## UNIVERSITY EXAMINATIONS

**2020/2021 ACADEMIC YEAR  
SECOND YEAR SECOND SEMESTER  
SPECIAL/SUPPLEMENTARY EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF COMMERCE/  
BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: BCH 211/BBH 211**

**COURSE TITLE: HUMAN RESOURCES MANAGEMENT**

**DATE: 30/09/2021**

**TIME: 8.00AM-10.00AM**

---

### INSTRUCTION TO CANDIDATES

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

**TIME: 2 Hours**

## SECTION A

### QUESTION ONE

- 1a) A Human Resource Manager must have a clear understanding of different versions of HR. Discuss and differentiate between the two versions (10 Marks)
- 1b) Legal compliance in a country and internationally is an emerging issue in HR. As a manager of a company, how shall you ensure compliance with legal requirements as far as Recruitment and selection is concerned (10 Marks)
- 1c) when paying Salaries and/or Wages, organizations should put into consideration the factors influencing this exercise, explain (10 Marks)

## SECTION B

- 2). People are the most important assets in the organization. leading companies around the world take more strategic approach in managing them. They outsource day to day Human Resource functions so as to focus on the strategic issues that are pertinent to achieving organizational goals. Which HRM functions can possibly be outsourced and how? (20 Marks)
- 3a) Discuss the Harvard framework of Human Resource Management and its importance to the organizations (10 Marks)
- 3b.) The employment Act 2007, provides for instances where the employer and employee may separate. Discuss these instances earnest (10 Marks).
- 4a) The organizations embracing compensation policy, have competitive advantage over those that do not. However a good compensation policy must have elements that make it sound and practical in order to meet the standards of a compensation policy. Discuss (10 Marks)
- 4b) Training and development is a catalyst for a proper career and succession planning activity in an organization. Explain the Importance of this activity to the organizations and employees (10 Marks)
- 5) Human Resource planning process is a critical activity in any serious organization. Explain the techniques for forecasting HR requirements mostly used in organizations (20 Marks)