

KIBABII UNIVERSITY



UNIVERSITY EXAMINATIONS

**2022/2023 ACADEMIC YEAR
SECOND YEAR FIRST SEMESTER**

MAIN EXAMINATION

FOR THE DEGREE OF BACHELOR OF COMMERCE

COURSE CODE: BCH 211

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE: 22 DEC 2022

TIME: 2:00-4:00PM

INSTRUCTION TO CANDIDATES

- 1) The paper contains **FIVE** questions
- 2) Attempt **THREE** questions
- 3) Question **ONE** is Compulsory
- 4) Show your work clearly.

TIME: 2 Hours

KIBU observes ZERO tolerance to examination cheating

SECTION A: Compulsory (30 marks)

QUESTION ONE

- (a) Define the following terminologies citing relevant examples:
- (i) Human Resource Management (2 marks)
 - (ii) Personnel Management (2 marks)
 - (iii) Organization (2 marks)
 - (iv) Human Resource Practitioner (2 marks)
 - (v) Recruitment and Selection (2 marks)
- (b) Human resource management (HRM) aims to improve the productive contribution of individuals – it is about people and their ability to be economically productive, to enhance organisational performance. Using a firm of your choice, discuss the objectives of Human Resource Management. (10 marks)
- (c) Employees are allowed to form unions within organizations and yet each organization has a Human Resource Department. Explain the role of unions in organizations in Kenya. (10 marks)

SECTION B: Answer any two questions (40 marks)

QUESTION TWO

- (a) Planning is function of HR Practitioner. Elaborately discuss the process of organizing in an organization of your choice. (10 marks)
- (b) Tim Miller, Group Head of HR, Standard Chartered Bank, as reported by Jane Pickard (2005) said that: 'HR is about helping managers to manage people and I want them to be engaged in building performance through people and involved in the cost of people as well. Of course, they have to understand HR processes, performance management and reward and so on. But it's how they configure and embed their products and make them part of the business that matters.' Comment on this statement against the background of the business partner concept. (10 marks)

QUESTION THREE

Training and development is a HR practice.

- (a) Differentiate Training from development (4 marks)
- (b) Explain the process of Training and development in an organization of your choice. (16 marks)

QUESTION FOUR

- (a) Elaborately discuss the process of Recruitment and Selection in an organization of your choice. (10 marks)
- (b) Define employee relations and discuss its importance to organizations citing relevant examples. (10 marks)

QUESTION FIVE

- a) Fredrick Taylor is the father of scientific management. He postulated some management principles that are being applied in the running of organizations currently. Discuss the above sentiments citing relevant examples from an organization of your choice. (10 marks)
- b) An employee is allowed to join a union as provided for in the Constitution of Kenya. What are the roles of unions? (10 marks)