



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF ENGINEERING AND TECHNOLOGY
UNIVERSITY EXAMINATIONS FOR THE DIPLOMA IN CONSTRUCTION
MANAGEMENT (TVET)
1ST YEAR 2ND SEMESTER 2023/2024 ACADEMIC YEAR
CENTRE: MAIN CAMPUS**

COURSE CODE: TDC 2128

COURSE TITLE: PROJECT LABOUR MANAGEMENT I

EXAM VENUE:

STREAM: Dip CONSTRUCTION MGT

DATE: ../04/2024

EXAM SESSION:

DURATION: 2 HOURS

Instructions

- 1. Answer ALL questions in Section A (Compulsory) and ANY other three questions in Section B**
- 2. Candidates are advised not to write on question paper**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room**

SECTION A: (40 MARKS)

Answer all the given questions in this section.

Question 1

- a) Define the following terms;
 - i. Employer,
 - ii. Employee. (4 Marks)
- b) Outline **four** main processes for project human resources. (8 Marks)
- c) Highlight **four** rights of employees in an organization. (4 Marks)
- d) State **four** classification of human resource policies. (4 Marks)

Question 2

- a) Define the term ‘code of ethics and conduct’ (2 Marks)
- a) Explain the following forms of employment in Kenya;
 - i. Casual;
 - ii. Temporary;
 - iii. Permanent and pensionable;
 - iv. Contract. (8 Marks)
- b) State **four** reasons that may lead to termination of contract. (4 Marks)
- c) Explain any **three** sources of labour laws. (6 Marks)

SECTION B (40 MARKS)

(Answer any TWO questions in this section)

Question 3

- a) State **four** methods of motivating employees in a construction site. (4 Marks)
- b) Explain **four** roles of trade unions in Kenya. (4 Marks)
- c) Explain any **four** factors to consider when formulating human resource policies. (8 Marks)

d) Give **two** objectives of human resource planning. (2 Marks)

Question 4

a) Define the term ‘human resource planning’. (2 Marks)

b) Explain the five steps in human resource planning. (10 Marks)

c) State three characteristics of human resource planning. (3 Marks)

d) Highlight five merits of human resource planning. (5 Marks)

Question 5

a) Define the term ‘job analysis’ as used in human resource management. (2 Marks)

b) Explain the **four** processes of job analysis. (8 Marks)

c) Outline any **four** human resource management practices in the construction sites. (4 Marks)

d) Explain any **three** ways in which employees can champion their rights in a construction industry. (6 Marks)