



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS & ECONOMICS**  
**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS**  
**ADMINISTRATION WITH IT**  
**4<sup>th</sup> YEAR 2<sup>DN</sup> SEMESTER 2016/2017 ACADEMIC YEAR**  
**KISII CAMPUS-PART TIME**

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**COURSE CODE: ABA 437**

**COURSE TITLE: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT**

**EXAM VENUE: STREAM: (BBA )**

**DATE: EXAM SESSION: April 2017**

**TIME: 2 HOURS**

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**Instructions:**

- 1. Answer Question ONE (COMPULSORY) and ANY other 2 questions**
- 2. Candidates are advised not to write on the question paper.**
- 3. Candidates must hand in their answer booklets to the invigilator while in the examination room.**

### **QUESTION ONE**

**30 marks**

- a) Working as an international human resource professional is a challenge in so many ways. How can you best prepare for success in your role? (7marks)
- b) Discuss the seven C'S of international human resource management (14marks)
- c) Discuss some of the contemporary human resource management issues for management of people in organizations. (9 marks)

### **QUESTION TWO**

**20marks**

Changing employee expectations, new technologies and increasing Globalization in the face of a turbulent business environment mean that tomorrow's workplace be barely recognizable from today. HR will need to respond accordingly. Discuss any 10 business trends that will radically reshape HR in the next 5 years.

### **QUESTION THREE**

**20marks**

Discuss the role of human resource professionals in managing of people strategically as business resources.

### **QUESTION FOUR**

**20marks**

- a) explain the concept of competence as used in organizational management and highlight its components (8marks)
- b) what is competence mode? Explain five modes of competence (12marks)

### **QUESTION FIVE**

**20marks**

Discuss the qualities of a good HR practitioners must possess in order to deal with the challenges facing contemporary organizations.

**School of Business and Economics**  
**Jaramogi Oginga Odinga University of Science and Technology**  
**437: Contemporary Issues in Human Resource Management**  
**Instructor: Mary Osindi**  
**Class meets on: Saturday 1:30pm-3:30pm**

**COURSE DESCRIPTION**

Key issues in human resource management function .future trends in human resource management ideas and practices. The role of human resources management in the success of an organization; human resources management; the international dimension of human resource management; international human resource management and change; the seven C'S of international human resource management: cosmopolitan; culture; compensation; communication; consultancy; competence and co-ordination

1. Understand the meaning of contemporary human resource management.
2. Demonstrate an understanding of the role of HRM in dealing with human resource issues
3. Demonstrate a concise understanding of international human resource management

**Topics covered**

<b>Week</b>	<b>Topic</b>	<b>Total contact hours</b>
One:	Key issues in human resource management function	3
Two:	future trends in human resource management ideas and practices	3
Three:	The role of human resources management in the success of an organization	3
Four:	the international dimension of human resource management	3
Five:	international human resource management and change	3
Six:	CAT	3
Seven:	the seven C'S of international human resource management	3
Eight:	cosmopolitan	3
Nine:	culture	3
Ten:	compensation	3
Eleven:	communication	3
Twelve:	consultancy; competence and co-ordination	3
Thirteen and fourteen:	Revision & Exams	6
<b>Total</b>		<b>42 hrs</b>

**Teaching methodology**

Lectures and class discussion

**Assessment**

Assignment 15%

Sit-in –CAT 15%

End of semester exam 70%

Total 100%

**Required Readings**

Dessler, G. (2012) Fundamentals of human resource management. Prentice Hall.

Francis, H. and Keegan, A. (2006) the changing face of HRM: in search of balance. *Human Resource Management*