

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

UNIVERSITY EXAMINATION 2017/2018

**4TH YEAR 1ST SEMESTER EXAMINATION FOR DEGREE IN BUSINESS
ADMINISTRATION**

BUSIA LEARNING CENTRE

COURSE CODE: ABA 433

COURSE TITLE: EMPLOYEE DEVELOPMENT AND CAREERS MANAGEMENT

DURATION: 2HOURS

INSTRUCTIONS

- 1. This paper contains 5 questions**
- 2. Answer question 1 (compulsory) and any other 2 questions**
- 3. Write all the answers in the booklet provided**

QUESTION ONE

- a. "The methods of employee performance appraisal are effective under all circumstance for all employees" Discuss the importance of performance appraisals in an organization. 7 marks
- b. Discuss four ways in which performance appraisal can be made more effective. 8 marks
- c. Discuss the different methods of performance appraisal. 7 marks
- d. Discuss the common appraisal problems 8 marks

QUESTION TWO

- a. Discuss the needs for a Career Plan, its purposes and objectives. 8 marks
- b. Are there any limitations and constrains on career planning? If so, please explain. 6 marks
- c. Discuss essential prerequisites for making career planning a success. 6 marks

QUESTION THREE

- a. Highlight the factors that may contribute to poor administration of salaries and wages in an organization 8 marks
- b. Suggest measures which should be taken to restructure and harmonize wages and salaries in this organization 6 marks
- c. Discuss the expectancy theory 6 marks

QUESTION FOUR

- a. Highlight benefits of job evaluation in modern organization. 8 marks
- b. Identify different methods of job evaluation and their application in an application in an organization. 12mks

QUESTION FIVE

- a. Differentiate between training and development 2 marks
- b. Discuss the six Steps in the Training and Development Process 12 marks
- c. Explain the Purposes of Training 6 marks

