



JARAMOGI OGINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF BUSINESS AND ECONOMICS
UNIVERSITY EXAMINATION
FOR DEGREE OF BACHELOR OF BUSINESS
ADMINISTRATION WITH IT
3RD YEAR 1ST SEMESTER 2015/2016 ACADEMIC YEAR
BUSIA LEARNING CENTRE

COURSE CODE: ABA 322

COURSE TITLE: HUMAN CAPITAL MANAGEMENT

EXAM VENUE: BUSIA STREAM

DATE: EXAM SESSION:

TIME: 2.00 HOURS

Instructions:

- 1. Answer question 1 (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

- a. Why is studying capital management important to students of HRM? (10 marks)
- b. How important is human resource planning important to human resource management. (10 marks)
- c. Briefly explain the three elements of human capital which have implications to both individuals and organizations. (10 marks)

QUESTION TWO

Discuss the fundamentals considerations underlying the recruitment and selection. (20 marks)

QUESTION THREE

“Job analysis is the most basic personnel management function”. Discuss. (20mks)

QUESTION FOUR

Discuss the co- features of human capital management. (20 marks)

QUESTION FIVE

- a. Define talent management. (4 marks)
- b. Summarize the talent management process. (16 marks)