



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

UNIVERSITY EXAMINATION FOR DEGREE IN BACHELOR OF BUSINESS

ADMINISTRATION WITH IT

3RD YEAR 1ST SEMESTER 2018/2019 ACADEMIC YEAR (PART-TIME)

COURSE CODE: ABA 322

COURSE TITLE: HUMAN CAPITAL MANAGEMENT

EXAM VENUE:

STREAM:

DATE:

EXAM SESSION:

TIME: 2 HOURS

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

a) Explain the following concepts

- i) Human Capital (5mks)
- ii) Social Capital (5mks)
- iii) Human Resource Planning (5mks)

b) Explain the Human Capital Theory (5mks)

c) Highlight the criteria for reviewing performance (5mks)

d) Explain the principles of corporate governance relating to remuneration of directors (5mks)

Question Two

- a) Explain the objectives of recruitment (5mks)
- b) Discuss the sources of External and internal Recruitment (15mks)

Question Three

Explain the characteristics of a sound Training Programme (20mks)

Question Four

- a) Explain the role of Human Resource department in the development of specialists in the organization (10mks)
- b) What are the governing principles in management Development (10mks)

Question Five

Discuss the causes and remedies to labour turnover in organization of your choice (20mks)