COURSE CODE: HRM 812

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

EXAM VENUE: BUSIA   **STREAM: MBA**

DATE: **EXAM SESSION:**

TIME: 2 HOURS

Instructions:

1. Answer ANY 4 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) Define Human capital development (1 mark)

b) Explain the benefits of Human Resource Development (4 marks)

c) Explain the   differences   between   Human Relations and Human resources Approach(10 marks)

d) List 5 important concepts of Human Resource Management (5 marks)

Question Two. Motivation is a set of processes that determine behavioral choices.

a) Define compensation from the perspective of reward in an organization (1 mark)

b)Describe the following theories and explain their role in motivation (9 marks)

i)Maslows theory

ii)Equity theory

iii)Expectancy theory

c) Explain the factors that an employer could consider when motivating employees(10 marks)

Question Three:

a)List and describe at least 3 factors to consider in Human resource planning(6 marks)

b) Differentiate between Recruitment and Selection (2 marks)

c) What are the benefits of induction programmes (2 marks)

d) Describe the process of recruitment and selection in an organization (10 marks)

Question Four :

a) What is the relevance of performance management to workforce planning?(3 marks)

b) What role can technology play for government agencies looking to implement a performance management plan?(4 marks)

c) List at least 6 shortcomings of performance appraisal systems(6 marks)

d) Describe 7 training and development methods used by various organizations (7 marks)

Question five:

a) Explain the Importance of job analysis and job evaluation to an organization(2 marks)

b) Differentiate between Job analysis and job evaluation(10 marks)

c) Describe the steps in job analysis(6 marks)

d) List at least 2 methods of Job evaluation(2 marks)