

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

MASTERS DEGREE IN BUSINESS ADMINISTRATION FIRST YEAR SECOND SEMESTER EXAMINATION 2014/15

MBA 812-HUMAN RESOURCE MANAGEMENT

Answer any **Four** questions

Question One

- a) Companies in the world over survive competition through training and development. It is the greatest competitive tool for it allows an organization to bring on board new skills. Discuss the off-the job training methods that an institution can choose to use 10mks
- b) Discuss the concerns of human resource management 5mks

Question Two

Recruitment and selection are the key to any company's success for it helps to bring on board expertise and new blood to steer the company to greater heights.

- a) State and discuss any two methods that are used in the external recruitment 5mks
- b) What are the methods of job design 10mks

Question Three

- a) Discuss the HR Demand forecasting methods 10mks
- b) Discuss the functions of a human resource practitioner or expert 5mks

Question Four

- a) Companies often engage in appraising of its employees. Discuss the appraisal methods that are always used 10 mks
- b) State and explain some of the ethics in performance appraisal 5mks

Question Five

- a) HR managers are often utilized in job analysis so that the positions created are exactly what is needed to move the company to greater heights. Discuss the disadvantages of job analysis 7 mks
- c) Highlight the factors that affects manpower planning 8mks

Question six

Trace the evolution of HRM 15mks