



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND
TECHNOLOGY**

SCHOOL OF AGRICULTURAL AND FOOD SCIENCES

**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN
AGRIBUSINESS MANAGEMENT**

SECOND YEAR FIRST SEMESTER 2021/2022 ACADEMIC YEAR

REGULAR

COURSE CODE: AEB 1205

COURSE TITLE: AGRIBUSINESS HUMAN RESOURCE MANAGEMENT

EXAM VENUE: STREAM: BSc. (Agribusiness Management)

DATE: EXAM SESSION

TIME: 2 HOURS

Instructions

- 1. Answer ALL questions in section A and ANY TWO in section B.**
- 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.**

SECTION A **[30 MRKS]**

Answer ALL questions from this Section

1. The success of organizations increasingly depends on people-embodied know-how- the knowledge, skill, and abilities imbedded in an organization's members.
 - a) Why should organizations be concerned with human resource management? [3 marks]
 - b) What are the factors contributing to the growing importance of Human Resource Management in the world today? [5 marks]
 - c) Explain the main purposes of job analysis to the organization. [2 marks]
2.
 - a) What are some of the environmental challenges that Human Resource Management department has to deal with in the changing world today? [6 marks]
 - b) Differentiate between;
 - i. Availability forecasting and Requirement forecasting. [2 marks]
 - ii. Job description and job specification. [2 marks]
3. Equal employment opportunity refers to employment practices that are designed so that existing and potential employees are able to compete for or be awarded, employment promotions, transfers, training and other employment related benefits on their merits without reference to irrelevant characteristics.
 - a) State ten grounds against which it is unlawful to discriminate others. [5 marks]
 - b) Unions are organizations of workers, acting collectively, seeking to protect and promote their mutual interests through collective bargaining. Briefly explain some of the objectives that characterize labor movement/unions. [5 marks]

SECTION B **[40 MARKS]**

Answer ANY TWO questions from this Section.

4. Training is a continuous effort designed to improve employee competency and organizational performance while development is an effort to provide employees with the abilities that the organization will need in the future.
 - a) What are the factors affecting the effectiveness of training and development program in an organization. [6 marks].
 - b) What type of training and development programs would you recommend to an agribusiness firm and why? [8 marks]

- c) Human resource planning is the process of systematically reviewing human resource requirements to ensure that the required number of employees, with the required skills, is available when they are needed. Explain some of the factors that have contributed to the importance of human resource planning in the recent years. [6 marks]
5. Forecasting human resource requirements involves determining the number and type of employees needed by skill level and location.
- a) What actions would you recommend to an organization faced with shortages of workers. [8 marks]
- b) Explain some of the strategies you would recommend to an agribusiness firm for improving poor performance. [6 marks]
- c) Why would you recommend to a newly employed person to join workers union? [6 marks]
6. A fair discipline process is the one based on rules and regulations, a system of progressive penalties and an appeal process.
- a) Explain the major factors that need to be considered if an organization is to have fair and equitable disciplinary practices. [7 marks]
- b) An employee separation occurs when an employee ceases to be a member of an organization. Highlight the benefits of separation to an agribusiness firm? [8 marks]
- c) Conflict is the process in which one party perceives that its interests are being opposed or negatively affected by another party. Explain 5 ways of managing individual conflicts. [5 marks]