

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY BUSIA L.C

END OF SEMESTER EXAMINATION

ABA 322: HUMAN CAPITAL MANAGEMENT

INSTRUCTIONS

Answer question one and any other two questions

QUESTION ONE (30 MARKS)

- a) Why is studying human capital management important to a human resource manager?
(5marks)
- b) With relevant examples discuss the relationship between human resource planning and business strategy. (10marks)
- c) How important is human resource planning significant to human capital management?
(5marks)
- d) Briefly explain the three elements of human capital which have implications to both individuals and organizations. (10marks)

QUESTION TWO. (20 MARKS)

Discuss talent management process citing relevant cases to Kenyan case. (20marks)

QUESTION THREE (20 MARKS)

Discuss the co-features of human capital management.

QUESTION FOUR (20 MARKS)

“Job analysis is the basic personnel management function” **Discuss.**

QUESTION FIVE (20 MARKS)

Discuss the fundamental considerations underlying recruitment and selection.