



JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY
SCHOOL OF BUSINESS & ECONOMICS
UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS
ADMINISTRATION WITH IT
4th YEAR 2^{DN} SEMESTER 2016/2017 ACADEMIC YEAR
KISII CAMPUS-PART TIME

COURSE CODE: ABA 437

**COURSE TITLE: CONTEMPORARY ISSUES IN HUMAN RESOURCE
MANAGEMENT**

EXAM VENUE: STREAM: (BBA)

DATE: EXAM SESSION: April 2017

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

30 marks

a) Working as an international human resource professional is a challenge in so many ways. How can you best prepare for success in your role? (7marks)

b) Discuss the seven C'S of international human resource management (14marks)

c) Discuss some of the contemporary human resource management issues for management of people in organizations. (9 marks)

QUESTION TWO

20marks

Changing employee expectations, new technologies and increasing Globalization in the face of a turbulent business environment mean that tomorrow's workplace be barely recognizable from today. HR will need to respond accordingly. Discuss any 10 business trends that will radically reshape HR in the next 5 years.

QUESTION THREE

20marks

Discuss the role of human resource professionals in managing of people strategically as business resources.

QUESTION FOUR

20marks

a) explain the concept of competence as used in organizational management and highlight its components (8marks)

b) what is competence mode? Explain five modes of competence (12marks)

QUESTION FIVE

20marks

Discuss the qualities of a good HR practitioners must possess in order to deal with the challenges facing contemporary organizations.

School of Business and Economics

Jaramogi Oginga Odinga University of Science and Technology

437: Contemporary Issues in Human Resource Management

Instructor: Mary Osindi

Class meets on: Saturday 1:30pm-3:30pm

COURSE DESCRIPTION

Key issues in human resource management function .future trends in human resource management ideas and practices. The role of human resources management in the success of an organization; human resources management; the international dimension of human resource management; international human resource management and change; the seven C'S of international human resource management: cosmopolitan; culture; compensation; communication; consultancy; competence and co-ordination

1. Understand the meaning of contemporary human resource management.
2. Demonstrate an understanding of the role of HRM in dealing with human resource issues
3. Demonstrate a concise understanding of international human resource management

Topics covered

| Week | Topic | Total contact hours |
|------------------------|--|----------------------------|
| One: | Key issues in human resource management function | 3 |
| Two: | future trends in human resource management ideas and practices | 3 |
| Three: | The role of human resources management in the success of an organization | 3 |
| Four: | the international dimension of human resource management | 3 |
| Five: | international human resource management and change | 3 |
| Six: | CAT | 3 |
| Seven: | the seven C'S of international human resource management | 3 |
| Eight: | cosmopolitan | 3 |
| Nine: | culture | 3 |
| Ten: | compensation | 3 |
| Eleven: | communication | 3 |
| Twelve: | consultancy; competence and co-ordination | 3 |
| Thirteen and fourteen: | Revision & Exams | 6 |
| Total | | 42 hrs |

Teaching methodology

Lectures and class discussion

Assessment

Assignment 15%

Sit-in –CAT 15%

End of semester exam 70%

Total 100%

Required Readings

Dessler, G. (2012) Fundamentals of human resource management. Prentice Hall.

Francis, H. and Keegan, A. (2006) the changing face of HRM: in search of balance. *Human Resource Management*