



**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

2nd YEAR 2ND SEMESTER 2016/2017 ACADEMIC YEAR

REGULAR

COURSE CODE: AAE 3213

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. In section B answer ANY 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.**

SECTION A **[30 MRKS]**

Answer ALL questions from this Section

1. Define the following terms:
 - a. Human Resource Management. (2 Marks)
 - b. Human Resource Planning (2 Marks)
 - c. Job Analysis (2 Marks)
2. a. State and Explain 3 major perspectives of Human Resource Management. (3 Marks)
b. Define the term Performance appraisal as used in Human Resource Management. (2 Marks)
3. a. State and Explain four ways how organizations can deal with anticipated workers surplus. (4 Marks)
b. Explain why workers performance is measured in an organization. (3 Marks)
4. Differentiate between the following terms
 - a. Hard and Soft Models of Human resource management. (3 Marks)
 - b. Succession Planning and Succession Development. (3 Marks)
5. Explain
 - a. Explain the term Job Pricing (2 Marks)
 - b. Explain four Determinants of individual financial compensation (4 Marks)

SECTION B **[40 MARKS]**

Answer ANY TWO questions from this Section.

6.
 - a. Define the term Personnel Management. (2 Marks)
 - b. State and Explain the importance of Human Resource Management in Agribusiness organization. (8 Marks)
 - c. State and Compare differences between Personnel Management and Human Resource Management as methods of managing people in an agribusiness organization. (10 Marks)
7.
 - a. State and Explain Six reasons why Human Resource Planning is important. (6 Marks)

- b. State and discuss steps involved in Human Resource Planning. (10 Marks)
- c. Discuss four ways how information obtained from Job analysis can be used.(4 Marks)

8.

- a. Define the term motivation as used in Human Resource management. (4 Marks)
- b. State and discuss Core Phases of the Motivational Process in Human Resource Planning. (6 Marks)
- c. State and explain Maslow's five major types of human needs into a hierarchy (10 Marks)