



**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 2018/2019 ACADEMIC YEAR**

**REGULAR**

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**COURSE CODE: AAE 3213**

**COURSE TITLE: AGRIBUSINESS HUMAN RESOURCE MANAGEMENT**

**EXAM VENUE: STREAM: BSc. (Agribusiness Management)**

**DATE: EXAM SESSION**

**TIME: 2 HOURS**

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**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. Describe the following terms with respect to human resource management:
  - a. Human Resource Management. **(3 Marks)**
  - b. Human Resource Planning **(3 Marks)**
  
2. a. Managerial perceptions of how people view relationships within their organizations are important, explain 3 major perspectives of Human Resource Management. **(3 Marks)**  
  
b. Human Resource management models addresses strategic human resource matters; describe 2 major human resource management models. **(4Marks)**
  
3. a. Explain four ways how organizations can deal with anticipated workers shortage. **(4 Marks)**  
  
b. Describe three basic determinants of job performance in an organization. **(3 Marks)**
  
4. Differentiate between the following terms
  - a. Job Analysis and Job Description of Human resource management. **(3 Marks)**
  
  - b. Succession Planning and Succession Development. **(3 Marks)**
  
5. Explain four Determinants of individual financial compensation. **(4 Marks)**

**SECTION B [40 MARKS]**

**Answer ANY TWO questions from this Section.**

6.
  - a. Implementation of Human Resource Management system in organizations has proved to contribute to improved performance, discuss the importance of human resource management in Agribusiness organization. **(6 Marks)**

- b. In the recent past, human resource management is becoming increasingly important; explain four reasons for this growing importance. **(4 Marks)**
- c. The Human Resource Management approach represents a significant break with the personnel management paradigm. State and Compare the differences between Personnel Management and Human Resource Management as methods of managing people in an agribusiness organization. **(10 Marks)**

7.

- a. Explain six reasons why Human Resource Planning is important. **(6 Marks)**
- b. Discuss five 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. Explain Core Phases of the Motivational Process in Human Resource Planning. **(6 Marks)**
- c. Discuss with illustration Maslow's five major types of human needs and how they can be used to motivate workers. **(10 Marks)**