



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS & ECONOMICS**  
**UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS**  
**ADMINISTRATION WITH IT**  
**2<sup>ND</sup> YEAR 1<sup>ST</sup> SEMESTER 2013/2014 ACADEMIC YEAR**  
**BUSIA LC**

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**COURSE CODE: ABA 204**

**COURSE TITLE: FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT**

**EXAM VENUE:**

**STREAM : (BBA)**

**DATE: 8/12/14**

**EXAM SESSION: 2.00 – 4.00 PM**

**TIME: 2 HOURS**

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**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 1**

- a. Explain the factors that determine the choice of a selection method. 5mks
- b. Briefly mention the fundamentals of human resource management. 10mks
- c. Discuss the importance of human resource planning. 15mks

### **Question 2**

Discuss four economic theories guiding compensation in any organization.

20mks

### **Question 3**

Critically analyze the extent to which human resource management differs from personnel management. Clearly bring out why this distinction is important.

20mks

### **Question 4**

- a. Why is induction and orientation important to new employees? 6mks
- b. Outline the areas that a good induction program should cover. 14mks

### **Question 5**

- a. Discuss the factors influencing the need for recruitment 14mks
- b. Explain the significance of the recruitment process. 6mks