



**TECHNICAL UNIVERSITY OF MOMBASA**  
***Faculty of Business & Social Studies***

DEPARTMENT OF BUSINESS STUDIES

CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

**BHR 1101: HUMAN RESOURCE MANAGEMENT**

END OF SEMESTER EXAMINATIONS

**SERIES:** APRIL 2015

**TIME:** 2 HOURS

**INSTRUCTIONS:**

- This paper consists of **FIVE** questions.
- Answer question **ONE (Compulsory)** and any other **TWO** questions.
- Do not write on the question paper

***This paper consists of Two printed pages.***

### **QUESTION 1 (Compulsory)**

- a) Define the term 'Human Resource Management' and explain its **FOUR** objectives. (10 marks)
- b) Discuss **FIVE** personnel principles. (10 marks)
- c) Describe **FIVE** objectives of job analysis. (10 marks)

### **QUESTION 2**

- a) Highlight **FIVE** needs for manpower planning. (10 marks)
- b) With the aid of diagram, explain the recruitment process. (10 marks)

### **QUESTION 3**

- a) Briefly explain **FIVE** reasons for conducting performance appraisal. (10 marks)
- b) Outline **FIVE** reasons for training employees in an organization. (10 marks)

### **QUESTION 4**

- a) Highlight **FIVE** causes of accidents in an organization. (10 marks)
- b) Discuss **FIVE** objectives of employee welfare. (10 marks)

### **QUESTION 5**

- a) Describe **FIVE** methods of job analysis. (10 marks)
- b) Briefly explain **FIVE** importance for providing incentives to workforce. (10 marks)