



TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business and Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR DEGREE IN
BACHELOR OF BUSINESS ADMINISTRATION
BACHELOR OF COMMERCE

BHR 4201: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

END OF SEMESTER EXAMINATIONS

SERIES: APRIL 2015

TIME: 2 HOURS

INSTRUCTIONS:

- 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) Human Resource policies are a guidepost to Human Resource Management function” Explain this statement. **(10 marks)**
- b) Why has there been increased emphasis on Human Resource Planning? Illustrate with examples. **(10 marks)**
- c) How would you identify the training needs for a company you have been contracted to design a training programme for? **(10 marks)**

QUESTION 2

- a) Discuss the need for performance appraisals in an organization. **(10 marks)**
- b) Explain the need for fringe benefits offered to employees in Kenya. **(10 marks)**

QUESTION 3

- a) Discuss the sources of recruitment adopted by an organization you are familiar with. **(10 marks)**
- b) Explain the importance of training and developing employees in an organization. **(10 marks)**

QUESTION 4

- a) Discuss the benefits of a job analysis exercise. **(10 marks)**
- b) For a selection procedure to be seen as objective, it has to follow certain guidelines for success. Discuss. **(10 marks)**

QUESTION 5

- a) Discuss the specific aims of a reward system. **(10 marks)**
- b) Discuss any **FIVE** problems that are faced by those tasked with Human Resource Planning. **(10 marks)**