



**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**

SPECIAL/SUPPLEMENTARY EXAMINATIONS

**SERIES: MARCH 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***

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**QUESTION 1 (Compulsory)**

- a) A comprehensive Human Resource Strategy plays a vital role in the achievement of an organization's overall strategic objectives. Discuss the importance of Human Resource Planning in an organization. **(10 marks)**
- b) Highlight merits and demerits of external sources of recruitment in an organization of your choice. **(10 marks)**
- c) Discuss major characteristics of Human Resource Management concept. **(10 marks)**

## QUESTION 2

- a) Job evaluation is any formalized attempts to determine the relative value of each job in an organization. What consideration would an organization bear in mind when designing and implementing a job evaluation? **(10 marks)**
- b) Discuss major challenges facing HR Practitioners in the modern era. **(10 marks)**

## QUESTION 3

Write short notes on the following:

- a) Job Design
- b) Job Enlargement
- c) Job Enrichment
- d) Job Rotation

**(20 marks)**

## QUESTION 4

- a) “There is no shortcut to an accurate evaluation of a candidate. A variety of method is used to select Personnel”. Explain standard selection procedures which an organization can use. **(14 marks)**
- b) Discuss **THREE** basic components/categories of employee compensation and benefits. **(6 marks)**

## QUESTION 5

- a) Discuss **FIVE** methods which an organization can employ to train their staff. **(10 marks)**
- b) Highlight **TEN** principles of performance management. **(10 marks)**