

TECHNICAL UNIVERSITY OF MOMBASA
School of Business

DEPARTMENT OF BUSINESS

BHR 4408: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

SERIES: MAY 2016

TIME: 2 HOURS

INSTRUCTIONS:

- This paper consists of **FIVE** questions.
- Answer Question **ONE (Compulsory)** and any other **TWO** questions.

Question One

You have applied for a human resources manager position at 7to7 supermarket in Lamu. As part of the selection process, you have been asked to make a presentation entitled,

‘What is good human resource management, and why is it important to us?’

(a) From an employer’s perspective, explain what is meant by ‘good’ human resource management. Justify your answer. (10 marks)

(b) Outline and evaluate the key issues of human resource management function for supermarket business. (20 marks)

Question Two

“An organization’s workforce represents one of its most potent and valuable resources. Consequently, the extent to which an organization’s workforce is managed effectively is a critical element in improving and sustaining organizational efficiency”.

(Gunnigle, Heraty & Morley, 2006).

Explain how organizations can gain competitive advantage through people, use examples to support your answer. (20 marks)

Question Three

Discuss the Human resource audit process in the modern organization (14 marks)

Explain uses of human resource accounting (6 marks)

Question Four

- a) “According to Richard Karash, learning organizations are healthier places to work ”, Substantiate the above statement(12 marks)
- b) Explain the perspective of international Human resource management (8 marks)

Question Five.

- a) Discuss the role of performance management in the modern organisation.
(10 marks)

- b) Dimension that distinguishes learning from more traditional organizations is the mastery of certain basic disciplines” substantiate the above statement. (10 marks)