

TECHNICAL UNIVERSITY OF MOMBASA
School Of Business
DEPARTMENT OF MANAGEMENT SCIENCE
DIPLOMA IN LOGISTICS AND TRANSPORT MANAGEMENT

HUMAN RESOURCE MANAGEMENT

BLT 2101

Time: 2 hours

QUESTION ONE

- a. Job analysis involves learning the various duties and responsibilities of a job. Using appropriate examples explain the process of job analysis in an organization(10 marks)
- b. With the aid of relevant examples, explain any **FIVE** factors affecting recruitment in organizations today. (10 marks)
- c. Human resource is considered as the most important asset in the organization. In view of the above statement, explain any **FIVE**importance of human resource management in the organization. (10 marks)

QUESTION TWO

- a. Discuss any **FIVE**factors affecting wage and salary administration in organizations (10 marks)
- b. Industrial disputes have always lead to disruption of an organization's calendar activities. Briefly discuss **FIVE** causes of such disputes. (10 marks)

QUESTION THREE

- a. Today's dynamic economy demands organizations to heavily invest in training and development programmes. Explain any **FIVE** importance of such training to the organization. (10 marks)
- b. Discussany **FIVE**requisites to successful human resource planning in the organization. (10 marks)

QUESTION FOUR

- a. Explain any **FIVE**limitations of performance appraisal in an organization. (10 marks)
- b. Explain **FIVE**objectives of employee induction in the origination. (10 marks)

QUESTION FIVE

- a. Discuss any **FIVE**benefits of performance management in organization today.(10 marks)

b. Explain any **FIVE** causes of accidents at the workplace

(10 marks)