TECHNICAL UNIVERSITY OF MOMBASA
School of Business
DEPARTMENT OF BUSINESS

BHR 4305: STRATEGIC 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 1 (Compulsory)

a) Discuss the reasons often cited for the apparent lack of strategic planning practices in many small business firms. **(10 marks)**

b) Outline any **SIX advantages** of a good, effective Strategic Human Resources Planning. **(12 marks)**

c) State and explain briefly the following terms

   (i) Mission   **(2marks)**
   (ii) Vision   **(2marks)**
   (iii)Values   **(2marks)**
   (iv)Objectives   **(2marks)**

QUESTION 2

a) Discuss the Human Resource Strategies for meeting an organization's needs in future? **(10 marks)**

b) Identify issues involved in the design and implementation of an effective performance evaluation system within a multinational corporation. (10marks)

QUESTION 3

a) Briefly, highlight the FOUR business level strategies as suggested by Michel Porter and evaluate there from corresponding Human Resources Management Strategies. (12 marks)

b) Explain briefly the FOUR methods used in forecasting the future Human Resources requirements of an organization.

QUESTION 4

a) Briefly, describe any **FIVE methods/approaches** you should know and follow in fixing and adjusting your organizational human resources functions to match with changes happening from within or outside your organizational structures and operations. **(10 marks)**

b) As a good, effective and efficient Human Resources Manager, choose and explain any **FIVE Strategies** you can use to convince your staff to accept and implement desirable proposals for change. **(10 marks)**

QUESTION 5

a) State and explain any **FIVE factors** you would consider when you **carry out internal environmental** scanning of an organization before you start on Human Resources Planning in your organization. **(10 marks)**

b) State and explain briefly the **FIVE** limitations of Strategic Human Resources Planning that hinder Human Resources Managers from doing it effectively, efficiently and successfully. **(10 marks)**