

TECHNICAL UNIVERSITY OF MOMBASA

EXAMINATION RUBRIC

SCHOOL OF BUSINESS

**DEPARTMENT OF BUSINESS ADMINISTRATION/ DEPARTMENT OF
ACCOUNTING AND FINANCE**

PAPER: COMMON

**COURSE/CLASS: BACHELOR OF COMMERCE III / BACHELOR OF BUSINESS
ADMINISTRATION III**

UNIT CODE: BAC 4304

UNIT NAME: RESEARCH METHODS

SERIES: MAY 2016

PAPER DURATION: 2 Hours

NO. OF STUDENTS:

INSTRUCTIONS TO CANDIDATES: Attempt Question 1 (compulsory) and any other two questions.

Note: Question 1 is compulsory

Name of setter: Mrs. Damaris Monari

Name of Moderator:

Question One

- a) You have been appointed as the HR manager of new cape industries Limited, a fast growing industrial house in Kenya. It proposes to select management trainees for its different departments. What sources should it explore? (10 Marks)
- b) Discuss the factors influencing the labour supply market in Kenya. (10 marks)
- c) Organizations thrive when they are able to maintain high productivity levels. Explain how productivity can be increased(10 Marks)

Question two

- d) Discuss the aspects of a job that are analyzed in a job analysis exercise. (10 Marks)
- e) In order to avoid the undesirable effects of labour turnover, organizations have to device ways through which labour turnover can be reduced. Discuss Five actions that can enable them reduce labour turnover (10 Marks)

Question Three

- a) Human resource planning can be difficult and often in accurate. Discuss five reasons that can lead to this. (10 Marks)
- b) Discuss any FIVE advantages of internal recruitment as a source for qualified personnel. (10 Marks)

Question Four

- a) Discuss the advantages of interviews as an employee selection method. (10 Marks)
- b) Highlight the objectives of an induction programme in organizations. (10 Marks)

Question Five

- a) Discuss any matters that can amount to gross misconduct ad may justify the summary dismissal of an employee. (10marks)
- b) Highlight the importance of Human Resource Planning. (10 Marks)