

**TECHNICAL UNIVERSITY OF MOMBASA**  
**SCHOOL OF BUSINESS**  
**DEPARTMENT OF BUSINESS ADMINISTRATION**  
**BHR 4201: PRINCIPLES OF HUMAN RESOURCES MANAGEMENT**  
**BBA/BCOM**  
**EXAM 1 -APRIL 2016**

**SECTION A -COMPULSORY QUESTION**

Q1 a) Miguna (K) ltd intends to retrench 500 employees in phases within the next 3 years. As a human resource department, your terms of reference indicate that you are to draft a redundancy policy to ensure that professionalism is used in this operation. Draft Redundancy Selection criteria to be used. (10 Marks)

(b) Discuss Five principles of Job design. (10 Marks)

(c) What is 360 degree appraisal method? Discuss the benefits of the 360 degree assessment tool in performance appraisal. (10 Marks)

**SECTION B - ANSWER ANY TWO QUESTIONS**

Q2 a) Explain five benefits of a face to face interview. (10 Marks)

b) Discuss any five methods of on the job training a human resource manager can employ (10 Marks).

Q3 (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) Discuss the Seven social sciences that HRM has borrowed from. Indicate the areas where HRM has borrowed from in those disciplines. (10 Marks)

4(a) What is Total Reward System? Discuss the basic components of employee compensation and benefits. (10 Marks)

(b) Discuss factors affecting retention of employees in organizations in Kenya. (10 Marks)

5(a) The role of the Human Resource manager must parallel the needs of his changing organization. Discuss the roles the HR manager plays in the modern organizations.

(10 Marks)

(b) You have been commissioned by Prestige Ltd a reputable Human resource expert to draft key policy areas that their new department will require to come up with in order to steer the organization. Highlight the principles of a good policy.

(10 Marks)