

TECHNICAL UNIVERSITY OF MOMBASA

School of Business

DEPARTMENT OF BUSINESS ADMINISTRATION

BHR 3103: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

SERIES: APRIL\MAY 2016

TIME: 2 HOURS

INSTRUCTIONS

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

QUESTION ONE:

(a) State and Discuss FIVE reasons that triggers an organization to embrace human resource planning (10mks)

(b) According to Frederick Herzberg's motivation -hygiene theory, employees can be motivated by either hygiene factors or motivators. Discuss FIVE of the motivators factors (10mks)

(c) State and Discuss FIVE external sources of recruitment (10mks)

QUESTION TWO:

(a) Discuss FIVE advantages of decentralization (10mks)

(b) Different factors determine and affect how salary and wage should be administered. Discuss FIVE of these factors (10mks)

QUESTION THREE:

Discuss the Human Resource Management Model (20 mks)

QUESTION FOUR:

(a) Discuss FIVE characteristics of Training and Development (10mks)

(b) State and Discuss FIVE problems associated with Human Resource Planning (10mks)

QUESTION FIVE:

(a) Discuss FIVE objectives that an organization seeks to achieve practicing employee welfare services (10mks)

(b) State and Discuss FIVE managerial functions of Human Resources

(10mks)