

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) Define the following terms

i) Job analysis

ii) Recruitment

iii) Selection

iv) Placement

v) Training and Development (10mks)

(b) Discuss FIVE objects of Human Resources planning (10 mks)

(c) State and explain FIVE sources of internal recruitment (10 mks)

SECTION B:

QUESTION TWO:

(a) Discuss FIVE importance's of Training and Development in an organization (10 mks)

(b) State and Discuss FIVE features of Human Resource planning(10mks)

QUESTION THREE:

According Abraham Maslow's Hierarchy of Needs, one need has to be satisfied in one stage before moving on to another stage, Discuss(20 mks)

QUESTION FOUR:

(a) State and discuss FIVE operative functions of Human Resource Management (10 mks)

(b) Different factors are responsible for faulty career decision. Discuss FIVE of these factors (10 mks)

QUESTION FIVE:

(a) State and explain FIVE advantages of centralization (10 mks)

(b) Discuss FIVE qualities of a good Human Resource Manager (10 mks)