



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

BACHELOR OF COMMERCE/BUSINESS ADMINISTRATION

BHR 4201: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

END OF SEMESTER EXAMINATION

SERIES: DECEMBER 2016

TIME: 2 HOURS

DATE: 1 Nov 2016

Instructions to Candidates

You should have the following for this examination

-Answer Booklet, examination pass and student ID

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

Do not write on the question paper.

Question one

- a) The function of Human resource management is crucial for the functioning of organizations. Discuss the major reasons behind the need for Human resource management. (10 Marks)

- b) Human Resource Planning is a prime function of Human resource management. Discuss the process of HRP in detail. (10 Marks)

- c) Highlight any five advantages to employees and organizations when they internally recruit staff. (10 Marks)

ANSWER ANY TWO QUESTIONS

Question Two

- a) Introduction of new employees into the organization is an important process. Discuss (10 Marks)

- b) Highlight any five on the job training methods that can be used when implementing training programmes for employees .(10 marks)

Question Three

- a) _For performance appraisal to be objective and effective in purpose, they need to meet certain standards. Discuss the important qualities of a performance appraisal.(10 Marks)
- b) Highlight the major factors that are taken into consideration when determining pay levels. (10 Marks)

Question Four

- a) Discuss the benefits of a job analysis. (10 marks)
- b) Highlight and explain ay five external factors that affect human resource planning. (10 Marks. (10 Marks)

Question Five

- a) Discuss in detail the stages in the employee selection procedure. (10 Marks)
- b) Explain the importance of human resource management policies to organizations and employees. (10 Marks)