



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

DIPLOMA OF HUMAN RESOURCE MANAGEMENT AND DIPLOMA OF BUSINESS
ADMINISTRATION

BHR 2203: HUMAN RESOURCE MANAGEMENT II

END OF SEMESTER EXAMINATION

SERIES: AUGUST 2019

TIME: 2 HOURS

DATE: AUGUST 2019

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 other TWO questions.

Do not write on the question paper.

QUESTION 1

- a) Define human resource planning. (2 marks)
- b) Discuss briefly any two relative merits and demerits of external sources of recruitment (8 marks)
- c) Describe the various stages of the selection process (10 marks)
- d) Explain five usage of job analysis in personnel management (10 marks)

QUESTION 2

- a) Define the term dismissal in employee separation (2 marks)
- b) Discuss any two merits and demerits of piece rate system (8 marks)
- c) Write short notes on the following; (10 marks)
 - i. Placement
 - ii. Induction
 - iii. Resignation
 - iv. Dismissal
 - v. Absenteeism

QUESTION 3

- a) State any five unsafe conditions leading to industrial accidents (5 marks)
- b) Highlight any five emerging issues in human resource management (5 marks)
- c) State and explain the main objectives of maintaining sound industrial relations (10 marks)

QUESTION 4

- a) Describe five limitations of performance appraisal (10 marks)
- b) State five main provisions of the Factories Act cap 514 regarding the health of workers. (10 marks)

QUESTION 5

- a) State the elements of good compensation policy (4 marks)
- b) Explain any four advantages of collective bargaining (8 marks)
- c) Briefly discuss four major objectives of transferring the employees in any organization (8 marks)