TECHNICAL UNIVERSITY OF MOMBASA

UNIVERSITY EXAMINATION FOR:

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) State and explain any two techniques employed in obtaining data for job analysis
(4 marks)

b) Explain any three kinds of interviews (6 marks)

c) Discuss the process of human resource planning. (10 marks)

d) Describe any five difficulties of recruitment (10 marks)

QUESTION 2

a) Briefly explain four ways how separation of employees may occur from the payroll
(8 marks)

b) Describe five objectives of compensation policy from the view point of employers
(10 marks)

c) Define the term placement (2 marks)

QUESTION 3

a) Define the term separation in human resource management   (2 marks)

b) Distinguish between the term 'industrial accidents and 'industrial injuries' (4 marks)

c) Highlight any four emerging trends in human resource management   (4 marks)

d) Explain the meaning and significance of industrial relations.   (10 marks)

QUESTION 4

a) Define the term interview in selection process   (2 marks)

b) Distinguish between 'strike and 'lockout'   (4 marks)

c) Describe three causes of poor industrial relations   (6 marks)

d) Discuss briefly the scope of manpower planning   (8 marks)

QUESTION 5

a) Define Job evaluation   (2 marks)

b) Explain two main methods of wage payment   (4 marks)

c) Explain any two types of tests that may be given to candidates in the selection process
        (4 marks)

d) State and explain any five uses of performance appraisal   (10 marks)