



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS
DEPARTMENT OF BUSINESS ADMINISTRATION
UNIVERSITY EXAMINATION FOR:
DEGREE

BHR 4306: STRATEGIC HUMAN RESOURCE MANAGEMENT:

END OF SEMESTER EXAMINATION

SERIES:AUGUST2019

TIME:2HOURS

DATE:Pick DateSelect MonthPick Year

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 (COMPULSARY)

- a) The Strategic Human Resource Management is concerned with the development of HR strategies intended to direct the employees' efforts towards the business goals. Explain the Strategic Human Resource Management Process (10marks)
- b) Distinguish between Human Resource Management and Strategic Human Resource Management (10 marks)
- c) Discuss the role of Human Resource in the Evaluation of Strategies (10marks)

(Total 30marks)

Question TWO

- a) Discuss the approaches to HR Evaluation (10 marks)
- b) Explain the benefit of Human resource Audit (10marks)

Total 20marks

Question THREE

- a) What Is Downsizing? Discuss reasons why companies downsize (10marks)
- b) Explain the objectives of Performance Management (10marks)

(Total 20marks)

Question FOUR

- a) What is the role of HR in coaching? (10marks)
- b) What are the skills required for effective coaching and how do you bring about coaching effectiveness? (10marks)
- (Total 20marks)**

Question FIVE

- a) What is human resource planning? Explain its importance (10 marks)
- b) Distinguish between domestic HRM and international HRM (10marks)
- (Total 20 marks)**