



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

CERTIFICATE OF HUMAN RESOURCE MANAGEMENT

BHR1101: HUMAN RESOURCE MANAGEMENT

END OF SEMESTER EXAMINATION

SERIES: JULY 2021

TIME: 2HOURS

DATE: Pick Date JULY 2021

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) Explain the meaning of human resource management. (2 marks)
- b) Briefly explain the following theories in human resource management.
 - i. Strategic theory (2 marks)
 - ii. Descriptive theory (2 marks)
 - iii. The hard human resource management (2 marks)
 - iv. The soft human resource management theory (2 marks)
 - v. The matching model of human resource management theory (2 marks)
- c) Differentiate between centralization and decentralization. (10 marks)
- d) Explain FOUR sources of internal recruitment. (8 marks)

QUESTION TWO

- a) Explain any FIVE principles of human resource management. (10 marks)
- b) You are a human resource manager and you have been directed to recruit staff in your organization. Describe FIVE sources of external recruitment. (10 marks)

QUESTION THREE

- a) Explain FIVE importance of human resource planning. (10 marks)
- b) Describe FIVE functions of trade unions. (10 marks)

QUESTION FOUR

- a) Explain FIVE styles of management. (10 marks)
- b) Describe FIVE methods of training employees of an organization. (10 marks)

QUESTION FIVE

- a) Explain FIVE barriers of communication in an industrial setup. (10 marks)
- b) Highlight FIVE ways of exiting employment. (10 marks)

