



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS
DEPARTMENT OF BUSINESS ADMINISTRATION
UNIVERSITY EXAMINATION FOR:
DIPLOMA IN HUMAN RESOURCE MANAGEMENT
BHR 2201: HUMAN RESOURCE MANAGEMENT II
END OF SEMESTER EXAMINATIONS
SERIES: APRIL 2021
TIME: 2 HOURS
DATE: APR 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.

SECTION A- COMPULSORY (30 marks)

QUESTION ONE

- a) Identify and explain the measures that Human Resource Management may take to ensure that the subordinates comply with Human Resource Management policies? **(10marks)**
- b) Job evaluation program has some requirements that make it operation. Explain these requirements **(10marks)**
- c) Governments influence employee salaries and wages. Explain ways in which government influences salaries and wages in Kenya. **(10marks)**

SECTION B Answer Any Two Questions (40marks)

QUESTION TWO

- a) Explain five external factors that may determine the availability of manpower resources in an organization. **(10marks)**
- b) Describe the advantages that will accrue to an organization by adopting a written Human Resource policy. **(10marks)**

QUESTION THREE

- a) Identify and explain five types of welfare facilities that employers may provide to their employees so that they may benefit after retirement. **(10marks)**
- b) Explain appropriate measures an organization may take to ensure that they only recruit from within the organization. **(10marks)**

QUESTION FOUR

- a) Explain five reasons why oral interviews are necessary in the employees' selection process. **(10marks)**
- b) Explain five circumstances that may influence an organization to outsource from outside. **(10 Marks)**

QUESTION FIVE

- a) In which ways can employers make contributions towards career development of their employees. **(10marks)**
- b) How do organizations ensure that the security needs of employees are safeguarded. **(10marks)**