



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT/DIPLOMA IN

BUSINESS ADMINISTRATION

BHR2203: HUMAN RESOURCE MANAGEMENT II

SPECIAL/SUPPLEMENTARY EXAMINATION

SERIES: JULY 2022

TIME: 2 HOURS

DATE: Pick Date Apr 2022

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) Discuss the Modern Methods of Performance Appraisal in Detail. (10 marks)
- b) Job analysis is the process of studying a job to determine which activities and responsibilities are in job. Discuss FOUR data collection methods that can be used in job analysis. (10 marks)
- c) The emergence of human resource management can be attributed to the writings of the human relation thinkers. Discuss nature of human resource management. (10 marks)

Question TWO

- a) Industrial relations are a set of procedures and systems used by employers and employees. Discuss the importance of industrial relations in the organization. (10 marks)
- b) Occupational, Healthy and Safety in the workplace is very critical. Discuss the responsibilities of Safety Committee. (10 Marks)

Question THREE

- a) Explain Steps in employee selection process. (10 marks)
- b) Discuss the role of human resource management in organizations today. (10 marks)

Question FOUR

- a) Recruitment and selection process starts with identifying job vacancies and filling them. Explain major steps in recruitment and selection. (10 marks)
- b) Reward can play a crucial role in company culture as well as employee retention It will help you attract the top talent. Explain the role of reward in organizations. (10 marks)

Question FIVE

- a) Human Resource Planners face significant barriers while formulating an HRP. Highlight challenges in implementing human resource planning. (10 marks)
- b) Identify and explain the various sections of a job Specification. (10 marks)