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

END OF SEMESTER EXAMINATION

SERIES: JULY2022

TIME: 2HOURS

DATE: Pick Date JULY2022

<u>**Instructions to Candidates**</u>
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 importance of human resource management. (8 marks)

b) Discuss the Six steps in planning the human resource management. (10 marks)

c) Illustrate the use of various types of employee training and development methods an organization can employ. (8 marks)

d) Explain challenges in managing Human resource in an organization. (4 marks)

Question TWO

a) Explain the objectives of employee compensation programs (10 marks)

b) Effect recruitment is the next big process after human resource planning is to develop applicant polling called recruiting. What is the process of recruitment? (10 marks)

Question THREE

a) When jobs are changed significantly as a result of new technologies, methods, procedures, or systems for analyzing them job analysis is conducted. Discuss the Uses of Job Analysis Information.

(10 marks)

b) Employee orientation programs provide new employees with the basic background information required to perform their jobs satisfactorily. Elucidate on the components of employee socialization program. (10 marks)

Question FOUR

a) Mr Juma was recently appointed as HR Assistant; and one of his first major duties is to carry out a job analysis exercise in the organization. Explain to Mr Juma the job analysis process. (10 marks)

b) Explain FIVE sources a firm can use to source inside candidates? (10 marks)

Question FIVE

a) Discuss the advantages and disadvantages of of-the-job training methods. (10 marks)

b) The main goal of every employee relations strategy is to improve relationships and collaboration in the workplace. Discuss the importance of collective bargaining agreement in the organization. (10 marks)