



TECHNICAL UNIVERSITY OF MOMBASA

SCHOOL OF BUSINESS

DEPARTMENT OF BUSINESS ADMINISTRATION

UNIVERSITY EXAMINATION FOR:

DIPLOMA IN BUSINESS ADMINISTRATION

DIPLOMA IN ACCOUNTANCY

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

DIPLOMA IN BUSINESS MANAGEMENT

BHR 2101/HRM 2101: HUMAN RESOURCE MANAGEMENT I

END OF SEMESTER EXAMINATION

SERIES: APRIL 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) Explain the features of a sound pay system of any dynamic organization. (10 marks)
- b) Highlight the demerits of external recruitment of workers of an organization. (10 marks)
- c) You are in charge of the human resource planning committee of your organization. Explain the essential data required during human resource planning. (10 marks)

QUESTION TWO

- a) Highlight the methods used to obtain data about a job during the job analysis exercise. (10 marks)

- b) Explain the benefits enjoyed by an organization which conducts training and development of workers.

(10 marks)

QUESTION THREE

- a) Highlight the key areas covered by human resource policies of an organization.

(10 marks)

- b) Explain the benefits of positive discipline approaches for employees of an organization.

(10 marks)

QUESTION FOUR

- a) Every dynamic organization should have a human resource department. Explain the importance of a human resource department.

(10 marks)

- b) Highlight the considerations to bear in mind when establishing a training programme for any group of workers.

(10 marks)

QUESTION FIVE

- a) Occupational accidents occur from time to time. Explain the major causes of occupational accidents.

(10 marks)

- b) Highlight the principles considered by the hiring committee during recruitment and selection of workers of an organization.

(10 marks)