



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

DIPLOMA IN HUMAN RESOURCE MANAGEMENT

DIPLOMA IN BUSINESS MANAGEMENT

BHR 2101: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

SPECIAL/SUPPLEMENTARY EXAMINATIONS

SERIES: JULY 2025

TIME: 2 HOURS

DATE: Pick Date Jul 2025

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) Describe the benefits enjoyed by an organization that fills its job vacancies using internal recruitment. (10 marks)
- b) Explain the merits of determining the future quantity and quality of workers in an organization. (10 marks)
- c) Every dynamic organization has human resource policies. There are several ways in which human resource policies are adopted by organizations. Discuss. (10 marks)

QUESTION TWO

- a) It is vital for organizations to conduct performance appraisal of workers. Describe the measures that an organization should put in place to ensure effective performance appraisal. (10 marks)

- b) Organizations have seen the benefits derived from training workers from time to time. Describe the strengths of training employees. (10 marks)

QUESTION THREE

- a) Everyone is attracted to work in organizations with good pay systems. Describe the features of a sound pay system. (10 marks)
- b) Organizations that have computerized their human resource record systems enjoy certain benefits. Describe these benefits. (10 marks)

QUESTION FOUR

- a) Describe the benefits enjoyed by an organization which conducts induction of its new employees. (10 marks)
- b) Organizations should conduct job analysis of all its jobs. Describe the merits of job analysis. (10 marks)

QUESTION FIVE

- a) Many organizations are in favour of panel interviews during selection of job candidates. Describe the strengths of this form of interviewing job candidates. (10 marks)
- b) All human resource policies of an organization should be written. Explain the importance of having written human resource policies. (10 marks)