



TECHNICAL UNIVERSITY OF MOMBASA

School of Business

Department of Business Administration

UNIVERSITY EXAMINATION FOR:

BACHELORS DEGREE IN BUSINESS ADMINISTRATION

BHR 4408 CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

SERIES: DECEMBER 2024

TIME: 2 HOURS

DATE: Pick Date Dec 2024

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 (Compulsory) – 30 Marks

a) Highlight five roles of Human Resource Management in the success of an organization. (10 marks)

b) Explain **five** Objectives of human resource accounting. (10 marks)

c) Discuss **five** specific areas do human resource audits examine. (10 marks)

Question TWO

a) Explain **five** ways in which human resource management contributes to the evolving paradigm of modern organizations. (10 marks)

b) Flexible patterns of work are designed to accommodate the needs of both employees and employers, enhancing work-life balance, productivity, and organizational agility. Explain **five** flexible patterns of work the human resource professional should embrace for competitive advantage. (10 Marks)

Question THREE

- a) Explain **five** principles of a learning organization. (10 marks)
- b) Explain **five** key elements recommended by human resources for designing effective scorecards. (10 marks)

Question FOUR

- a) Explain **five** future trends in human resource management ideas and practices. (10 marks)
- b) Discuss **five** Challenges of Human Resource Management in the 21st Century. (10 marks)

Question FIVE

- a) Human resource management (HRM) plays a pivotal role in adapting to and driving changes in the evolving business paradigm. Explain **five** key points to consider in support of the statement. (10 marks)
- b) Discuss **five** reasons why the concept of virtual work is important in any organization. (10 marks)