



TECHNICAL UNIVERSITY OF MOMBASA

Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

CERTIFICATE IN HUMAN RESOURCE MANAGEMENT

BHR 1101: HUMAN RESOURCE MANAGEMENT

END OF SEMESTER EXAMINATIONS

SERIES: APRIL 2014

TIME: 2 HOURS

INSTRUCTIONS:

- This paper consists of **FIVE** questions.

– Answer question **ONE (Compulsory)** and any other **TWO** questions.
This paper consists of Two printed pages.

QUESTION 1 (Compulsory)

- a) State and explain FIVE functions of Human Resource Manager in an organisation. **(10 marks)**
- b) State and explain FIVE characteristics of Human Resource Planning. **(10 marks)**
- c) State and explain at least five factors of Human Resource Management. **(10 marks)**

QUESTION 2

- a) State and explain at least five guidelines that can make human resource planning effective. **(10 marks)**
- b) Explain five advantages of external recruitment to an organisation **(10marks)**

QUESTION 3

- a) State and explain five advantages of on – the – job training. **(10 marks)**
- b) Explain five reasons as to why employees undergo training. **(10 marks)**

QUESTION 4

- a) Discuss five reasons as to why organizations need to carry out Human Resource Planning. **(10 marks)**
- b) Explain five ways in which HR managers can make an impact in organizational performance. **(10 marks)**

QUESTION 5

- a) Discuss five reasons as to why organization carry out performance Appraisal. **(10marks)**
- b) Discuss at least five ways an organization can prevent accidents from occurring. **(10marks)**