



TECHNICAL UNIVERSITY OF MOMBASA
Faculty of Business & Social Studies

DEPARTMENT OF BUSINESS STUDIES

UNIVERSITY EXAMINATIONS FOR
MASTERS OF BUSINESS ADMINISTRATION

BHR 5204 : HUMAN RESOURCE MANAGEMENT

END OF SEMESTER EXAMINATIONS

SERIES: AUGUST 2013

TIME: 3 HOURS

INSTRUCTIONS:

– Answer any **FOUR** questions.

This paper consists of Two printed pages

QUESTION 1 (Compulsory)

- Critically evaluate how an effective Recruitment selection procedure can contribute to the success of the organization. (10marks)
- Using examples. Discuss the factors that influence the demand for labor within organizations in Kenya. (15marks)

QUESTION 2

How can undertaking of a job analysis process contribute when an organisation is undergoing change? What would be the best form of job analysis techniques to be used under these circumstances. (25marks)

QUESTION 3

In the recent past in Kenya the use of board interviews has widely been witnessed in vetting Candidates for public positions.

Discuss the advantages and disadvantages of this selection method and suggest ways in which board interviewing process can be improved in future. (25marks)

QUESTION 4

- a) Some companies have become very creative in the ways they use to find Job candidates. Discuss any five innovative methods of recruitment. (10marks)
- b) Explain the advantages and disadvantages that arise out of using campus recruitment as a way of sourcing candidates. (15marks)

QUESTION 5

Discuss any five types of selection tests that can be used to match applicants to job requirements indicating the types of skills they reveal. (25marks)