



MURANGA UNIVERSITY COLLEGE

(A constituent College of Jomo Kenyatta University of Agriculture & Technology)

MAIN CAMPUS

ORDINARY UNIVERSITY EXAMINATIONS

2014/2015 ACADEMIC YEAR

**FIRST YEAR SECOND SEMESTER EXAMINATIONS
FOR THE CERTIFICATE BUSINESS MANAGEMENT.**

COURSE CODE: CIB0109

COURSE TITLE: HUMAN RESOURCES MANGEMENT

DATE: 27TH APRIL 2015

TIME: 2 HOURS

INSTRUCTIONS TO CANDIDATES

- 1) Question **one** is compulsory
- 2) Attempt any other **two** questions

QUESTION ONE

- a) Define human resource management and outline five of its objectives (12mks)
- b) Explain the scope of human resource management (8mks)
- c) Discuss five managerial function of human resource management (10mks)

QUESTION TWO

- a) Explain five reasons why manpower planning is necessary (10mks)
- b) Explain five factors affecting recruitment (10mks)

QUESTION THREE

- a) Explain five purposes of personnel research (10mks)
- b) Highlight five main features of incentives (10mks)

QUESTION FOUR

- a) Explain five factors that have a bearing on formulation of wage/salary levels (10mks)
- b) Outline five merits of job evaluation (10mks)

QUESTION FIVE

- a) Explain five needs for making transfer (10mks)
- b) State steps followed in the selection procedure (10mks)