



## **MURANG'A UNIVERSITY COLLEGE (MRUC)**

*(A Constituent College of Jomo Kenyatta university of Agriculture & Technology)*

### **END OF SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN HUMAN RESOURCE MGT (BHR)**

**UNIT CODE: HEH 2102**

#### **FOUNDATION OF HUMAN RESOURCE MANAGEMENT**

**DATE**

**TIME: 3 HOURS**

#### **INSTRUCTIONS:**

**ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS.**

- Q1(a) Effective management of human resources is essential for the prosperity and welfare of an organization, a society and a nation. In the light of this statement, describe in detail the role of human resource management. (20 marks)
- (b) Discuss the main causes of indiscipline in an organization. (10 marks)
- Q2. (a) Discuss the working conditions that affect employees' health. (10 marks)
- (b) Discuss the need and importance of human resource planning. (10 marks)
- Q3( a) The employees of super spinning mills Limited have recently organized themselves to form a Trade Union . Describe the reasons that may have led to such a move. (10 marks)
- (b) Briefly describe the career planning process. (10 marks)
- Q4(a) Industrial relations in Kenya today are not conducive for rapid industrial growth. Suggest measures that may be taken for improving industrial relations in the country. (10 marks)
- (b) Discuss the merits and limitations of piece wage system. (10 marks)

Q5 (a) Explain the steps you would suggest to design an effective salary system for a medium sized equipment manufacturing organization. (10 marks)

(b) Describe the main types of welfare services available to industrial workers. (10 marks)