



MURANGA UNIVERSITY COLLEGE

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

MAIN CAMPUS

SUPPLEMENTARY/SPECIAL UNIVERSITY EXAMINATIONS

2014/2015 ACADEMIC YEAR

THIRD YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 2304;

COURSE TITLE: HEALTH AND SAFETY MANAGEMENT

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory

Answer THREE (3) questions

MRUC observes ZERO tolerance to examination irregularities

QUESTION 1

- a) According to Occupational Health and Safety Bill 2007, it is the responsibility of both employer and employee to ensure safety and hygiene conditions in the workplace. Describe how occupational health and safety problems can be eliminated in an organization. (20 Marks)
- b) What is the responsibility of workers under the occupational health and safety act (10 marks) W

QUESTION 2

- a) Discuss the relationship between Human resource management and maintenance of health and safety at work. [10 Marks]
- b) Give reasons why it is important to incorporate occupational health and safety studies in management studies. [10 Marks]

QUESTION 3

- a) Discuss the Safety provisions under the factories act (5 marks)
- b) Discuss the various classifications of occupation hazards and the diseases associated with them (15 marks)

QUESTION 4

- a) Discuss the physical conditions affecting the health of workers (10 marks)
- b) Explain any five work related causes of stress. [5 Marks]
- c) What strategies can organizations put in place to reduce stress levels? [5 Marks]



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**SUPPLEMENTARY / SPECIAL UNIVERSITY
EXAMINATIONS**

2014/2015 ACADEMIC YEAR

FOURTH YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 2403;

COURSE TITLE: PERFORMANCE MANAGEMENT

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

MRUC observes ZERO tolerance to examination
irregularities
QUESTION 1

- a) Explain the phases of performance based management and identify the benefits of each to the organization. (18 Marks)
- b) Describe the other processes involved in the performance management system (12 marks)

QUESTION 2

- a) Describe the strategies for creating high performance workforce in an organization (10 Marks)
- b) Discuss the characteristic features of performance objectives (10 Marks)

QUESTION 3

- a) Discuss the specific objectives of performance management. (10 Marks)
- b) Explain the critical role played by the manager in the performance review process (10 marks)

QUESTION 4

- a) “Performance appraisal is often a negative, disliked activity and one that seems to elude mastery. Managers do not like giving them and employees do not like receiving them. However, abandoning it would seem to be an ill advised overreaction”. In the light of this statement, discuss the major uses of performance appraisal (12 marks)
- b) Analyse the performance management best practices (8 marks)



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2014/2015 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 220 1

COURSE TITLE: LABOUR ECONOMICS

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

MRUC observes ZERO tolerance to examination
QUESTION 1 regularities

- a) Labour is manifestly different from the other factors of production. In the light of this statement, discuss the peculiarities of labour which distinguish it from the rest of the factors of production. (10 marks)
- b) State the law of non proportional returns. With the aid of a suitable diagram, illustrate the three stages associated with this law. (14 marks)
- c) Discuss the main factors that have contributed to the increase of the participation rate of women in the labour market (6 Marks).

QUESTION 2

- a) Discuss the economic effects of overpopulation (10 marks)
- b) Labour differs in efficiency. In the light of this statement, explain the factors that affect labour efficiency (10 marks).

QUESTION 3

- (a) Explain any four types of unemployment experienced in your country (8 marks)
- (b) Discuss the main causes of unemployment and describe the consequences of high levels of unemployment in the context of developing countries. (12 Marks)

QUESTION 4

- a) Suggest measures that can be used for making collective bargaining effective (10 marks)
- b) Discuss the factors that are responsible for wage differentials between occupations (10 marks)



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SECOND YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 2202

COURSE TITLE: MANPOWER PLANNING

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

MRUC observes ZERO tolerance to examination irregularities

QUESTION 1

- a) The current business environment has become so turbulent that organizations must plan their human resources. Explain reasons why organizations are more keen on Human resource planning.(14 marks)
- b) Subcontracting is one of the options available to a HR planner in an attempt to meet HR requirements. Discuss the pros and cons of subcontracting of work by an organization. (10 Marks).
- c) Write brief notes on the following methods of forecasting employment needs. (6 Marks)
 - i. Ratio trend analysis
 - ii. Managerial judgment
 - iii. Work study technique

QUESTION 2

- a) Discuss the challenges that a Human Resource Manager may face as he performs his human resource planning role. (10 Marks)
- b) Explain the steps that are involved in the development of a sound Human Resource Information System (10 marks).

QUESTION 3

- (a) What do you understand by the term Human Resource Forecasting? Explain the factors that you would consider when forecasting on personnel needs in an organization. (10 Marks)
- (b) You have recently being recruited to MRUC as a Human resource planner. Highlight five HR planning strategies that you can employ to ensure optimum contribution of people working in the organization. (10 Marks)

QUESTION 4

- a) In the recent years, the need for human resource audit has increased. What are some of the reasons that may have contributed to this move? (10 marks)
- b) Discuss the main advantages and the disadvantages of human resource accounting. (10 marks)



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THIRD YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 2303

COURSE TITLE: TRAINING AND DEVELOPMENT

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

MRUC observes ZERO tolerance to examination irregularities

QUESTION 1

- a) 'Management development is a conscious and systematic process to control the development of managerial resources in the organization for the achievement of goals and strategies'. Briefly discuss any Five consequences of organizations failing to undertake management development. (10 Marks)
- b) Distinguish between the following set of terms (10 marks)
 - a. Learning
 - b. Education
 - c. Development
 - d. Training
- c) Explain the role of training needs analysis as a foundation for effective training program. What criteria would you use to evaluate a training programme (10 Marks)

QUESTION 2

- a) 'Training and development enhances the management of employees in an organization.' List and explain the benefits of training and development of employees to an organization and to the individual.(10Marks)
- b) Describe five off-the-job training methods that an organization can use to train their employees (10 Marks).

QUESTION 3

- a) Explain the components of a sound training policy (10 marks) E
- b) Illustrate with examples the steps you would suggest to make training meaningful for the trainees and the organization (10 marks)

QUESTION 4

- a) In five statements, describe the main objectives of human resource development (12 marks)
- b) Describe the methods that may be applied to evaluate training effectiveness (8 marks)



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SECOND YEAR FIRST SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR OF COMMERCE**

COURSE CODE: HBC 2204

COURSE TITLE: HUMAN RESOURCE MANAGEMENT

DATE:

TIME:

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

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QUESTION 1

- 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 the roles of human resource management (20 marks)
- b) Briefly explain five off the job training methods that can be used in a training and development program (10 marks)

QUESTION 2

- a) State and explain the importance of human resource planning in an organization (10 marks)
- b) Employee wage and compensation is an important function of the HR department. Briefly discuss the objectives of wage and salary administration (10 marks)

QUESTION 3

- (a) We used to recruit all our staff locally. Now we must recruit nationally and often internationally. Explain why this has happened (10 marks)
- (b) What are the advantages of a formal orientation program (10 marks)

QUESTION 4

- a) Examine the techniques for improving human relations in an organization (10 marks)
- b) What are the main causes of indiscipline amongst employees (10 marks)