



# **MURANGA UNIVERSITY COLLEGE**

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

**MAIN CAMPUS**

**ORDINARY UNIVERSITY EXAMINATIONS**

**2014/2015 ACADEMIC YEAR**

**SECOND YEAR FIRST SEMESTER EXAMINATIONS**

**FOR THE DEGREE  
OF  
BACHELOR OF COMMERCE**

**COURSE CODE: HBC 2204**

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**DATE:** 16<sup>th</sup> DECEMBER, 2015

**TIME:** 2 hours

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## **INSTRUCTIONS TO CANDIDATES**

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

MRUC observes ZERO tolerance to examination irregularities

### **QUESTION 1**

- (a) Justify the existence of HRM in an organization (10 marks)
- a) Explain the steps you would suggest to design an effective salary system for a medium sized equipment manufacturing organization (12 marks)
- b) Every organization faces human relation problems because people are complex, different and variable. Enumerate on the causes of poor human relations in an organization. (8 marks)

### **QUESTION 2**

- a) Discuss some of the most important factors influencing pay decisions in organizations (10 marks).
- b) Informatix Ltd is engaged in the marketing and sale of computers. The Company prefers recruiting its employees from outside the organization. What sources should it explore? Highlight the demerits of such a practice to the organization. (10 marks)

### **QUESTION 3**

- 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. Outline how occupational health and safety problems can be eliminated in an organization. (10 Marks)
- b) Explain the benefits derived from an effective orientation program (10 marks)

### **QUESTION 4**

- a) Human resource planning has been defined as the process of determining how an organization should move from its current manpower position to its desired manpower position. Explain the processes involved in human resource planning (12 marks)
- b) Describe any four uses of job analysis information to an organization (8 marks)