



MURANG'A UNIVERSITY COLLEGE
(A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY (JKUAT))
SCHOOL OF BUSINESS AND ECONOMICS
DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

SUPPLEMENTARY / SPECIAL EXAMINATION

BSC. HRM YEAR I SEMESTER I -MAIN CAMPUS ; BBIT YEAR II SEMESTER I -MAIN CAMPUS; BCOM YEAR II SEMESTER 1 – MAIN CAMPUS / BCOM YEAR I & II SEMESTER I - TOWN CAMPUS & BPSM YEAR I SEMESTER II

2014/2015 ACADEMIC YEAR

UNIT NAME : HUMAN RESOURCE MANAGEMENT
UNIT CODE : HEH 2102 (HRM), HBC 2204 (BBIT AND BCOM) & HPS 2109 (BPSM)

DATE: 6TH AUGUST 2015 **TIME – 9.00-11.00AM**

INSTRUCTIONS TO CANDIDATES:-

Answer question one (compulsory) and any other two questions

QUESTION 1

- (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) Performance appraisal is an important element of management and serves several purposes. Briefly discuss these purposes (10 marks)
- (c) Explain the steps you would suggest to design an effective salary system for a medium sized equipment manufacturing organization (10marks)

QUESTION 2

- a) Describe the benefits of training from the view point of an enterprise (10 marks)
- b) What are the main causes of indiscipline amongst employees (10 marks)

QUESTION 3

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)

QUESTION 4

- (a) The employees of Waka Ltd have recently organized themselves to form a trade union. Discuss the reasons that may have led to such a move (10 marks)
- (b) What are the major causes of industrial accidents (10 marks)

QUESTION 5

- (a) Distinguish between selection and recruitment. Discuss the demerits of internal recruitment (10 marks).
- (b) 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).