



**MURANG'A UNIVERSITY COLLEGE
(A CONSTITUENT COLLEGE OF JOMO KENYATTA UNIVERSITY OF
AGRICULTURE AND TECHNOLOGY)**

**COURSE NAME: JOB DESIGN AND EVALUATION
MAIN EXAMINATION :
UNIT CODE : HEH 2211**

**DEGREE
SECOND YEAR SECOND SEMESTER APRIL 2016**

DATE: 19THAPRIL16

TIME : 2 HOURS

INSTRUCTIONS:

- 1. ATTEMPT QUESTION ONE AND ANY OTHER TWO**
- 2. CHEATING WILL ATTRACT HEAVY PENALTY**

QUESTION ONE

- a) In one of the conference you attended, you had the presenter who is finance person arguing that job design is expensive but does not bear fruits to the organization. As a job design and evaluation student do you agree? Explain **(10marks)**
- (b) Discuss the approaches to job design **(10marks)**
- (c) Discuss the various methods of job design **(10marks)**

QUESTION TWO

For an organization to perform to expectation and beyond, the right people must be placed to the right job at the right time. In line with this statement, briefly discuss the recruitment, selection, placement, and induction process in order to obtain organizational goals and objectives **(20marks)**

QUESTION THREE

Discuss the recent trends in job design **(20marks)**

QUESTION FOUR

- a. Discuss the techniques of job enrichment **(10marks)**
- b. Explain the steps in job enrichment **(10marks)**

QUESTION FIVE

- a. Explain when to use job enrichment **(10marks)**
- b. Differentiate between job enrichment and job enlargement **(10marks)**



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EXAMINATION TYPE: SUPPLEMENTARY/SPECIAL

UNIT CODE : HEH 2211

DATE :

TIME : TWO HOURS

DEGREE

SECOND YEAR SECOND SEMESTER APRIL 2015

INSTRUCTIONS:

1. ATTEMPT QUESTION ONE AND ANY OTHER TWO
2. CHEATING WILL ATTRACT HEAVY PENALTY

1. a. What is job design? **(2marks)**

b. On your way home, you came across two people arguing fiercely one is of the view that job description is same as job specification. Seeing you, they sort for your view as they were aware that you are a student pursuing degree in human resource management and that currently you are undertaking job design as unit of specialty. Briefly comment **(12marks)**

c. Discuss any four methods of job evaluation **(16marks)**

2. a. Explain the significance of job evaluation to the organization as well as to the employee **(10 marks)**

b. Briefly write up the job description and job specification of Human Resource Manager **(10marks)**

3. a. Discuss the objectives and limitations of job evaluation **(10marks)**

b. Explain the essentials of job evaluation **(10marks)**

4. a. Discuss the job evaluation process **(10marks)**

b. Explain the advantages of job evaluation **(10marks)**

