



## MURANG'A UNIVERSITY COLLEGE

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

---

**COURSE NAME:** JOB DESIGN & EVALUATION

EXAMINATION TYPE: SUPPLEMENTARY/SPECIAL

**UNIT CODE** : HEH 2210

**DATE** : 5<sup>th</sup> AUGUST 2015

**TIME** : 2 HOURS

**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 (16marks)  
c. Discuss any four methods of job evaluation ( 12 marks)
2. a. Explain the significance of job evaluation to the organization as well as to the employee (10marks)  
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)