



MURANG'A UNIVERSITY COLLEGE

(A Constituent College of Jomo Kenyatta University of Agriculture and Technology)

SCHOOL OF BUSINESS

HUMAN RESOURCE DEPARTMENT

2015/2016 ACADEMIC YEAR ORDINARY EXAMINATIONS

BSC HUMAN RESOURCE MANAGEMENT FOURTH YEAR SEMESTER II

UNIT CODE: HEH2411

UNIT TITLE: HUMAN RESOURCE OUTSOURCING

DATE: 19TH APRIL 2016

TIME: 2 HOURS

Answer three Questions. Question one is compulsory

QUESTIONS ONE

- a). 'Hr functions should be outsourced. Discuss the statement. (10 marks)
- b) Discuss the areas of hr that may be outsourced. (10 marks)
- c) Elaborate on employee perspective and outsourcing (10 marks)

QUESTION TWO

- a) Elaborate on outsourcing option including the reasons (14 Marks)
- b) Discuss the demerits of outsourcing (6 marks)

QUESTION THREE

Venture High Company is considering possibility of outsourcing. As the HR manager guide them on making the Decision to Outsource including factors to consider when outsourcing and its merits. (20 Marks)

QUESTION FOUR

- a) Explain Business Process outsourcing model (10 Marks)
- b) Describe how outsourcing HRM activities can improve service delivery efficiently and effectively (10 Marks)