



## MURANG'A UNIVERSITY COLLEGE

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

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**COURSE NAME:** JOB DESIGN AND EVALUATION

EXAMINATION TYPE: MAIN

**UNIT CODE** : HEH 2210

**DATE** : 24<sup>TH</sup> APRIL 2015

**TIME** : 2 HOURS

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### DEGREE

**SECOND YEAR SECOND SEMESTER APRIL 2015**

#### **INSTRUCTIONS:**

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

1. 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 to you agree? Explain **(10marks)**  
b. Discuss the approaches to job design **(10marks)**  
c. Discuss the various methods of job design **(10marks)**
2. 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)**
3. Discuss the recent trends in job design **(20marks)**
4. a. Discuss the techniques of job enrichment **(10marks)**  
b. Explain the steps in job enrichment **(10marks)**
5. a. Explain when to use job enrichment **(10marks)**  
b. Differentiate between job enrichment and job enlargement **(10marks)**

