



MURANGA UNIVERSITY COLLEGE

(A constituent College of Jomo Kenyatta University of Agriculture & Technology)

MAIN CAMPUS

ORDINARY UNIVERSITY EXAMINATIONS

2014/2015 ACADEMIC YEAR

FIRST YEAR SECOND SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF**

BACHELOR OF HUMAN RESOURCE MANAGEMENT

COURSE CODE: HPS 2109

**COURSE TITLE: PRINCIPLES PRACTICE OF HUMAN
RESOURCE MANAGEMENT**

DATE: Monday, 21st April 2015 **TIME: 2:00p.m - 4:00p.m**

INSTRUCTIONS TO CANDIDATES

Question ONE (1) is compulsory
Answer THREE (3) questions

MRUC observes ZERO tolerance to examination irregularities

This Paper Consists of 2 Printed Pages. Please Turn Over. ►

QUESTION ONE

- 1a) Critically discuss the principle steps of employees' selection process (8marks)
- b) Explain 4 reasons as to why employees join trade union (8marks)
- c) Discuss five important reasons for carrying out performance appraisal (5marks)
- d) Discuss how Maslow's theory of motivation may be used by managers to motivate its workers in the organization (10marks)

QUESTION TWO

- a) It is better to recruit new employees rather than moving the existing employees upward in the ladder of the management hierarchy. Discuss (10marks)
- b) Employee separation is of the very important and crucial function process of HR dept. Discuss Five types of separation. (10marks)

QUESTION THREE

- a) Differentiate the following terms
 - i) Job analysis (6marks)
 - ii) Job enrichment (6marks)
- b) Discuss four differences between HRM and HRD (8marks)

QUESTION FOUR

- a) Distinctively HRM can be categorized into managerial and operative functions. Discuss (10marks)
- b) XYZ LTD is exploring ways of compensating and rewarding employees as a strategy to improve retention. As an adviser explain various compensation and reward system available to XYZ. (10marks)