

MURANGA UNIVERSITY COLLEGE

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

MAIN CAMPUS

ORDINARY UNIVERSITY EXAMINATIONS

2015/2016 ACADEMIC YEAR

SECOND YEAR SECOND SEMESTER EXAMINATIONS

**FOR THE DEGREE
OF
BACHELOR SCIENCE, HUMAN RESOURCE MANAGEMENT**

COURSE CODE: HEH 2102;

**COURSE TITLE: FOUNDATIONS OF HUMAN RESOURCE
MANAGEMENT**

DATE: _____ **TIME: 2 HOURS**

INSTRUCTIONS TO CANDIDATES

Answer question one (compulsory) and any other two questions

MRUC observes ZERO tolerance to examination irregularities

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

QUESTION 1

- (a) Effective management of human resources is essential for the prosperity and welfare of an organization, a society and a nation. In the light of this statement, describe the role of human resource management (10 marks)
- (b) Describe the measures that should be taken by an organization to ensure employee safety (10 marks)
- (c) Discuss the objectives of compensation management (10 marks)

QUESTION 2

- (a) Every organization faces human relation problems because people are complex, different and variable. Enumerate on the causes of poor human relations in an organization. (10 marks)
- (b) Explain some of the demand forecasting techniques that may be used to forecast human resource requirements in an organization (10 marks)

QUESTION 3

- (a) Discuss the merits and demerits of time wage system (10 marks)
- (b) What are the main causes of indiscipline amongst employees (10 marks)

QUESTION 4

- (a) The employees of XYZ Company Ltd have recently organized themselves to form a trade union. Discuss the reasons that may have led to such a move (10 marks)
- (b) Distinguish between centralization and decentralization. What are the problems arising from centralization of authority. (10 marks)