



# **MURANG'A UNIVERSITY OF TECHNOLOGY**

## **SCHOOL OF BUSINESS AND ECONOMICS**

**DEPARTMENT OF HUMAN RESOURCE MANAGEMENT.**

**UNIVERSITY ORDINARY EXAMINATION**

**2023/2024 ACADEMIC YEAR**

**SECOND YEAR SECOND SEMESTER EXAMINATION FOR BACHELOR**

**OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**BHR208: JOB DESIGN AND EVALUATION**

**DURATION: 2 HOURS**

### **INSTRUCTIONS TO CANDIDATES:**

1. Answer question one and any other two questions.
2. Mobile phones are not allowed in the examination room.
3. You are not allowed to write on this examination question paper.

## **SECTION A: ANSWER ALL QUESTIONS IN THIS SECTION**

### **QUESTION ONE (30 MARKS)**

- a. State five importance of job evaluation. (5 marks)
- b. Identify five types of information provided by a job analysis. (5 marks)
- c. Outline five emerging trends in jobs in the 21<sup>st</sup> century. (5 marks)
- d. State five advantages of carrying out job redesigning. (5 marks)
- e. Outline five job evaluation methods. (5 marks)
- f. Identify five components of a job design. (5 marks)

## **SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION**

### **QUESTION TWO (20 MARKS)**

- a. A well-designed job will make the job interesting and satisfying for the employee resulting in increased performance and productivity. Discuss three main factors that affect a job design. (10 marks)
- b. The aim of a job evaluation is to come up with a rational and defensible pay structure. Explain five ways in which an employer can offer a salary that motivates employees. (10 marks)

### **QUESTION THREE (20 MARKS)**

- a. Application of the appropriate methods is necessary of a job analysis is to yield relevant information. Discuss five major techniques of a job analysis. (10 marks)
- b. Job description and job specification are two faces of the same coin. Critically analyse this statement by clearly distinguishing one from the other. (10 marks)

### **QUESTION FOUR (20 MARKS)**

- a. Describe the process of job evaluation. (10 marks)
- b. The information provided by a job analysis can help to ensure the success of an organisation if properly made use of. Explain five ways an HR manager of an organisation can apply such information to benefit the employees and the organisation. (10 marks)