



# **MURANG'A UNIVERSITY OF TECHNOLOGY**

## **SCHOOL OF BUSINESS AND ECONOMICS**

### **DEPARTMENT OF HUMAN RESOURCE MANAGEMENT**

#### **UNIVERSITY POSTGRADUATE EXAMINATION**

**2023/2024 ACADEMIC YEAR**

#### **FIRST YEAR SECOND SEMESTER EXAMINATION FOR MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**BHR605: STRATEGIC HUMAN RESOURCE MANAGEMENT**

**DURATION: 3 HOURS**

#### **INSTRUCTIONS TO CANDIDATES:**

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

### **QUESTION ONE (25 MARKS)**

- a. Discuss components of strategic employee resourcing. (13 marks)
- b. Using the VR10/VRIN framework, explain strategic fit and need for SHRM. (12 marks)

### **QUESTION TWO (25 MARKS)**

- a. Explain how an organisation may link HR practices to business strategy and to each other. (13 marks)
- b. Discuss how the psychological contract may be managed. (12 marks)

### **QUESTION THREE (25 MARKS)**

- a. Summarize universalistic, contingency and configuration approaches. (13 marks)
- b. Discuss factors affecting motivation strategies and the HR contribution. (12 marks)

### **QUESTION FOUR (25MARKS)**

An organisation known to you is introducing change. Explain to them how to understand culture using:

- a. Characteristic of culture (5 marks)
- b. Organizational determinants (5 marks)
- c. Functions of organisational culture (7 marks)
- d. Sustaining and enhancing organisational culture (8 marks)

### **QUESTION FIVE (25 MARKS)**

- a. Discuss approaches to evaluation of HR function. (13 marks)
- b. Explain career systems in SHRM. (12 marks)