



MURANG'A UNIVERSITY OF TECHNOLOGY

SCHOOL OF BUSINESS AND ECONOMICS

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

UNIVERSITY ORDINARY EXAMINATION

2023/2024 ACADEMIC YEAR

**FOURTH YEAR SECOND SEMESTER EXAMINATION FOR BACHELOR
OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

BHR406: CONTEMPORARY ISSUES IN HRM

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. Identify five Cs in international human resource management. (5 marks)
- b. Outline five future trends in human resource management practise. (5 marks)
- c. State five benefits of using human resource information system in an organisation. (5 marks)
- d. State five objectives of human resource accounting. (5 marks)
- e. Identify five advantages of using parent country nationals in a multinational company over nationals of the host country or other countries. (5 marks)
- f. Outline five limitations in the application of human resource accounting despite its attractive benefits. (5 marks)

SECTION B – ANSWER ANY TWO QUESTIONS IN THIS SECTION

QUESTION TWO (20 MARKS)

- a. Explain the role of human resource management practise in the success of an organisation using any five HRM functions. (10 marks)
- b. In order to thrive in a dynamic world of work, HR professionals need to embrace training. Discuss five areas in which such training will be necessary. (10 marks)

QUESTION THREE (20 MARKS)

- a. Despite the fact that change is inevitable for companies of every size and in every industry, the natural is that change is usually resisted for varied reasons. Discuss how an HR manager can apply KURT Lewin’s change model to ease resistance to change in an organisation. (10 marks)
- b. Human resource accounting provides useful information to an organisation. Discuss five ways in which an organization can benefit from the information acquired from human resource accounting activity. (10 marks)

QUESTION FOUR (20 MARKS)

- a. The practise international human resource management differs in many ways from domestic human resource management. Discuss five major factors hat differentiate international HRM from domestic HRM. (10 marks)
- b. Explain five challenges that are faced by HR managers in international human resource management. (10 marks)