

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF
COMMERCE**

BCOM 251: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

STREAMS: BCOM

TIME: 2 HOURS

DAY/DATE: MONDAY 01/11/2021

8.30 A.M. – 10.30 A.M.

INSTRUCTIONS:

- **ANSWER QUESTION ONE AND ANY OTHER TWO**

Question One

- a) Explain the managerial functions of human Resource Management. (10 marks)
- b). Explain the key distinguishing features between human resource management and personnel management. (8 marks)
- c) Assume you are a human resource manager in a medium size organization in the education sector. You are in the process of recruiting a person to work as a student advisor for the institution. Prepare a job Description for the ideal candidate. (10 marks)

Question Two

- a) Explain the factors that limit human resource planning efforts in institutions of higher learning. (10 marks)
- b) Explain the various external methods of recruitment that an on organization in the hospitality industry is likely to use. (10 marks)

Question Three

- a) Explain the reasons why employee induction is an important aspect in any organization. (10 marks)
- b) Discuss the importance of performance appraisal in firms operating in the manufacturing industry. (10 marks)

Question Four

- a) Explain the key features of a good disciplinary system in an organization (10 marks)
 - b) Justify the high remuneration packages applicable to chief executive officers in private institution. (10 marks)
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