



UNIVERSITY

UNIVERSITY EXAMINATIONS

CHUKA / EMBU/ IGEMBE

EXAMINATION FOR THE AWARD OF DIPLOMA IN LEADERSHIP AND PUBLIC ADMINISTRATION

LAPA 0215: HUMAN RESOURCE DEVELOPMENT

STREAMS: DIPLOMA Y2S2

TIME: 2 HOURS

DAY/DATE : WEDNESDAY 22 /09/ 2021

11.30 AM – 1.30 PM

INSTRUCTIONS TO CANDIDATES:

- Answer Question One and any other Two Questions.
- DO NOT WRITE ANYTHING on the question paper.

QUESTION ONE

- What are the advantages of increased workplace diversity in the workplace? What support conditions must be present in order to achieve these advantages? [5 Marks]
- Examine the relative merits of internal versus external recruitment. [10 Marks]
- Elucidate factors that affect human resource planning. [10 Marks]

QUESTION TWO

- Explain any five sources of external recruitment. [10 Marks]
- Assess the disadvantages of promoting state from within the organization. [10 Marks]

QUESTION THREE

- Distinguish between job enlargement and job enrichment. [10 Marks]

- b) Apart from money explain any other incentives that the HRM department can use to motivate employees. [10 Marks]

QUESTION FOUR

Training is a waste of the organization resources. Do you agree? [10 Marks]

QUESTION FIVE

- a) Discuss the operative functions of human resource managers [10 Marks]
- b) Apart from monetary rewards discuss any other incentives that Chuka university can use to ensure staff/ are motivated. [10 Marks]
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