

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**FIRST YEAR EXAMINATION FOR THE AWARD OF DEGREE OF MASTER OF
BUSINESS ADMINISTRATION**

MBAD 841: HUMAN RESOURCE MANAGEMENT

STREAMS

TIME: 3 HOURS

DAY/DATE : THURSDAY 15/07/2021

2.30 P.M – 5.30 P.M

INSTRUCTION

Answer all questions. Marks allocated to each question are shown at the end of the question

QUESTION ONE

- (a) As a human resource manager, how might you go about convincing top management that you should be heavily involved in the company's strategic planning process?

[7

marks]

- (b) Explain clearly the operative functions of Human Resource Management. [8 marks]

- (c) Discuss the concept of human capital and approaches raised by human capital theory.

[10

marks]

QUESTION TWO

- (a) Evaluate the role of HRM in small and medium sized organization (SMEs). [5 marks]

- (b) Explain common pitfalls in Human Resource Planning and suggest ways to overcome the identified pitfalls. [10 marks]

- (c) Discuss the process of job analysis. [10 marks]

QUESTION THREE

- (a) Explain organizational inducement. [5 marks]
- (b) Discuss scientific selection process in hiring new employee. [10 marks]
- (c) Evaluate three categories of the training objectives. [6 marks]
- (d) Outline area of training evaluation. [4 marks]

QUESTION FOUR

- (a) Discuss the disciplinary procedures that can be effective in modern organizations. [6 marks]
 - (b) With reference to reward management, assess four propositions of equity theory. [5 marks]
 - (c) Discuss the basic components of collective bargaining. [8 marks]
 - (d) Analyze three contemporary trends in human resource management. [6 marks]
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