

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

FOURTH YEAR EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF SCIENCE IN WILDLIFE ENTREPRISE AND MANAGEMENT

WIEM 461: HUMAN RESOURCE MANAGEMENT

STREAMS: BSC WIEM

TIME: 2 HOURS

DAY/DATE: THURSDAY 13/12/2018

8.30 A.M – 10.30 A.M

INSTRUCTIONS:

- **Answer question one any other two questions**
- **Do not write on the question paper**

- (a) Draw and explain clearly the human resource wheel. [12 marks]
 - (b) Explain challenges currently facing today's human resource managers. [8 marks]
 - (c) Distinguish between job design and job description. [4 marks]
 - (d) Differentiate between the terms duties, position and job. [6 marks]
 - (a) What are the main problems associated with job analysis. [10 marks]
 - (b) Discuss the process of HRP. [10 marks]
 - (a) What is realistic job previews. [2 marks]
 - (b) Explain a polygraph test. [3 marks]
 - (c) Outline the scientific selection process. [15 marks]
 - (a) Explain four (4) areas of training evaluations. [4 marks]
 - (b) Discuss the work standard approach to performance appraisal. [5 marks]
 - (c) Explain the desirable pre condition for implementing a pay for performance program in large manufacturing organization.
 - (a) Discuss the main components of compensation. [10 marks]
 - (b) Explain concept of bouwarism. [5 marks]
 - (c) Explain the hot store rule. [5 marks]
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