

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

EXAMINATION FOR THE AWARD OF CERTIFICATE IN PROJECT
MANAGEMENT

PPMA 00125: HUMAN RESOURCE MANAGEMENT

STREAMS: CERT. PPMA

TIME: 2 HOURS

DAY/DATE: FRIDAY 07/12/2018

2.30 P.M. – 4.30 P.M.

INSTRUCTIONS:

- Question ONE is compulsory
- Do not write anything on the question paper

QUESTION ONE

- (a) Recruitment provides a pool of candidates to enable management to select suitable candidates for different jobs. Differentiate between internal and external recruitment and evaluate the advantages and disadvantages of each [10 marks]
- (b) Explain the importance of human resource management in an organization [10 marks]
- (c) Discuss in detail the objectives and benefits of a safety and health program in a business set up [10 marks]

QUESTION TWO

- (a) With the aid of diagram, explain the performance management process [10 marks]
- (b) Explain any 5 factors that may lead to separation of an employee from an organization [10 marks]

QUESTION THREE

- (a) Explain the importance of human resource management policies in an organization [10 marks]
- (b) Differentiate between on the job training and off job training and evaluate the advantages and disadvantages associated with each method [10 marks]

QUESTION FOUR

- (a) Piece Rate Wage System is a system where workers are paid according to the amount of work done or numbers of units produced or completed. Discuss the advantages and disadvantages of piece rate wage system [10 marks]
- (b) Discuss the process of collective bargaining [10 marks]
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