

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**FIRST YEAR EXAMINATION FOR THE AWARD OF DIPLOMA
IN PROJECT PLANNING**

PPMA 0125: HUMAN RESOURCE MANAGEMENT

STREAMS: PPMA (Y1S2)

TIME: 2 HOURS

DAY/DATE: FRIDAY 07/12/2018

8.30 A.M. – 10.30 A.M.

INSTRUCTIONS: Question ONE is compulsory. Answer any other TWO questions

QUESTION ONE

- (a) Trade unions may be of necessity to employers and employees. From an employees' perspective, discuss the relevance of trade unions in an organization. [10 marks]
- (b) Elucidate the determinants of employee pay in Kenya. [10 marks]
- (c) Explain the importance of human resource management in an organization. [10 marks]

QUESTION TWO

- (a) Outline five potential errors in performance appraisal and explain how the errors you have identified can be minimized. [10 marks]
- (b) XYZ company intends to recruit 3 employees for the sales section. Explain the scientific selection process that the company should adopt. [10marks]

QUESTION THREE

- (a) Explain the term training and discuss the importance of training in an organization of your choice. [12 marks]
- (b) Discuss 4 factors that are considered when formulating human resource management policies. [8 marks]

QUESTION FOUR

- (a) Differentiate between internal and external recruitment and evaluate the advantages and disadvantages of each. [10 marks]
- (b) Discuss the importance of human resource planning in an organization. [10 marks]
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