

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

SECOND YEAR EXAMINATION FOR THE AWARD
OF DEGREE OF BACHELOR OF COMMERCE

BCOM 251: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

STREAMS: BCOM (Y2S1)

TIME: 2 HOURS

DAY/DATE: WEDNESDAY 06/12/2017

11.30 A.M. – 1.30 P.M.

INSTRUCTIONS: ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS

1. (a) Health and safety standards are a necessity to organizations. Explain the importance of health and safety practices in organizations. [10 marks]
 - (b) Discuss the relevance of performance appraisal to an organization. [10 marks]
 - (c) Explain the principles that may guide salary and wages administration. [10 marks]
 2. (a) Explain the merits and demerits of using an internal recruitment and selection method. [12 marks]
 - (b) Explain the factors that would make organizations training programme be successful. [8 marks]
 3. (a) Differentiate between
 - (i) Retirement and redundancy [4½ marks]
 - (ii) Training and development [4½ marks]
 - (b) Explain the factors that are considered during the job analysis process. [12 marks]
 4. (a) Describe the socio-economic reasons that make employees join a trade union. [10 marks]
 - (b) Explain job related circumstances that may lead to dismissal of an employee. [10 marks]
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