

**CHUKA**



**UNIVERSITY**

## **UNIVERSITY EXAMINATIONS**

**THIRD YEAR EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF SCIENCE IN AGRICULTURAL ECONOMICS AND AGRIBUSINESS MANAGEMENT**

**AGBM 332: HUMAN RESOURCE MANAGEMENT**

**STREAMS:AGBM,FOST,ANSC Y3S1**

**TIME: 2 HOURS**

**DAY/DATE: TUESDAY 10/04/2018**

**11.30 A.M - 1.30 P.M**

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**INSTRUCTION:**

- **Answer all questions in section A and any three in section B**
- **Answer each question on separate pages**

### **SECTION A**

1. Succinctly explain the following terminology

(i) Human resource management [3marks]

(ii) Human relations [3marks]

(iii) Human resource planning [3marks]

(b) Human resource management has an important role to play in equipping organizations to meet the challenges of an expanding and increasingly competitive sector. Discuss the functions of human resource management. [6marks]

(c) A rational estimate to various categories of personnel in the organization is important aspect of human resource planning . Discuss the steps in human resource planning. [10marks]

### **SECTION B**

2. (a) Explain in details what job description entails. [5marks]

- (b) George R. Terry, claim that ‘the make-up of a job, its relation to other jobs, and its requirements for competent performance are essential information needed for a job analysis’ discuss the approaches utilized in analyzing jobs. [10marks]
3. (a) Discuss the demerits of filling vacancies using external sources. [8marks]
- (b) Explain the roles of human resource managers as suggested by Pat Mc Lagan. [7marks]
4. (a) Interviewing is both an art and a science. Explain the aspects that can be enhanced to improve the effectiveness of the interview as a screening device. [6marks]
- (b) Imagine that you are the human resource manager of a big industrial concern. Carefully describe the selection procedure that you would apply. [9marks]
5. (a) The satisfactory performance is only a part of the system as a whole and the management needs more information than mere performance ratings of the subordinates. Discuss the characteristics of performance appraisal. [6marks]
- (b) Discuss the merits of management by objectives (MBO) [9marks]
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