

CHUKA



UNIVERSITY

UNIVERSITY SUPPLEMENTARY/SPECIAL EXAMINATIONS.

FOURTH YEAR EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF
TOHM 443: HUMAN RESOURCE AND ORGANISATION MANAGEMENT

STREAMS:

TIME: 2 HOURS

DAY/DATE: TUESDAY 24/07/2018

2.30 P.M - 4.30 P.M

INSTRUCTIONS:

- Answer Question ONE and any other TWO Questions.

- (a) Identify five points that you would expect to find in a University Lecturer's Job Description. [10 Marks]
 - (b) Explain the benefits of external recruitment as opposed to recruiting from internal sources. [10 Marks]
 - (c) Discuss any four types of interviews that candidates seeking employment in the private sector may be subjected to. [10 Marks]
- (a) Explain the importance of Human Resource Planning to an organization. [10 Marks]
 - (b) Every organization strives to employ the right people for the right job. Explain the challenges that an organization is likely to face where employees' competencies are below the required levels needed for effective performance. [10 Marks]
- (a) Explain the challenges likely to face an organization that experiences high labour turnover. [10 Marks]
 - (b) Identify the key symptoms that may indicate a need for training in an organization. [10 Marks]
- (a) Explain why organizations conduct performance appraisals. [6 Marks]
 - (b) Discuss the key health hazards that employees in a large flower farm may be exposed to. [6 Marks]
 - (c) Explain four money-related reasons that may make employees go on strike. [8 Marks]