

CHUKA



UNIVERSITY

UNIVERSITY EXAMINATIONS

**EXAMINATION FOR THE AWARD OF DEGREE OF
BACHELOR OF SCIENCE IN AGRICULTURAL ECONOMICS, BACHELOR OF
SCIENCE IN AGRICULTURE EDUCATION AND BACHEOR OF SCIENCE IN
HORTICULTURE**

AGEC 424/AGBM 406: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

STREAMS: BSC (AGEC), (HORT), (AGRIC)

TIME: 2 HOURS

DAY/DATE: TUESDAY 14/04/2020

2.30 PM – 4.30 PM

INSTRUCTIONS:

- **Answer Question One (Compulsory) and any other Three Questions**
- **Do not write on the question paper**

Question One (25 Marks)

- (a) Explain 5 approaches managers can adopt for effective grievance management. [10 marks]
- (b) Discuss five levels of Human Resource Planning in an organization. [10 marks]
- (c) Discuss the 5 types of rewards. [5 marks]

Question Two (15 Marks)

- (a) Describe 5 kinds of selection tests a human resource manager may use to know more about the candidates or to reject the candidates interview. [5 marks]
- (b) Explain 5 theories from which human resource management principles and techniques for people management in competitive organizations are drawn from. [10 marks]

Question Three (15 Marks)

- (a) Explain 5 causes of cessation of service of agreement with an organization. [10 marks]

- (b) Discuss 5 challenges of human resource management in the global environment. [5 marks]

Question Four (15 Marks)

- (a) Describe the four phases in the evolution of human resource management. [10 marks]
- (b) Explain 5 reasons organizations prefer internal sourcing. [5 marks]

Question Five (15 Marks)

- (a) Explain 5 key characteristics of a well-designed job. [5 marks]
- (b) 'Money cannot motivate all people under all circumstances'. Discuss [10 marks]
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