

**CHUKA**



**UNIVERSITY**

**UNIVERSITY EXAMINATIONS**

**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF PROCUREMENT AND LOGISTICS MANAGEMENT**

**BCOM 251: HUMAN RESOURCE MANAGEMENT**

**STREAMS: REGULAR/ODEL**

**TIME:2 HOURS**

**DAY/DATE: THURSDAY 13/04/2023**

**8.30 A.M. –10.30 A.M.**

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**INSTRUCTIONS**

**ANSWER QUESTION ONE AND ANY OTHER TWO**

**Question One**

- a) Discuss the managerial functions of human resources management clearly showing the key attributes of effective human resource managers (10 marks)
- b) Justify the need for a human resource plan in a large manufacturing company and point out the factors that hinder development of such plans (10 marks)
- c) Explain the steps that should be taken by a company to address the following scenarios
  - i. Excess labour supply
  - ii. Excess labour demand (10 marks)

**Question Two**

- a) Explain the factors that limit effective of job interview clearly showing how a candidate can increase chances of success in an interview (10 marks)
- b) Explain the various types of transfer that employees can be subjected to and show the advantages of international recruitment of a company's workforce (12 marks)

**Question Three**

- a) Explain the importance of employee induction (8 marks)

- b) Discuss the benefits of on-the training methods as opposed to off the job methods. (12 marks)

**Question Four**

- a) Explain the factors that should be considered when determining an employee's remuneration package (10 marks)
- b) Explain the objective of performance appraisal (10 marks)
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