

**CHUKA**



**UNIVERSITY**

**UNIVERSITY EXAMINATIONS**

**EXAMINATION FOR THE AWARD OF DEGREE OF BACHELOR OF HUMAN  
RESOURCE MANAGEMENT**

**BHRM 111: FOUNDATIONS OF HUMAN RESOURCE MANAGEMENT**

**STREAMS: BCOM (ODEL)**

**TIME: 2 HOURS**

**DAY/DATE: MONDAY 14/04/2025**

**2.30 P.M. – 4.30 P.M.**

**INSTRUCTIONS**

- **Answer question ONE and any other TWO questions**
- **Candidates are advised not to write on the question paper**
- **Do not write anything on the question paper**

**Question One**

- a) Discuss how Human Resource Management has transformed from an administrative function to a strategic partner in businesses. (10 marks)
- b) Explain how Human Resource Management contribute to achieving of the organizational goals. (10 marks)
- c) Explain how job analysis impact on recruitment, selection, and performance management. (10 marks)

**Question Two**

- a) Examine how HR planning support an organization in achieving its strategic objectives. (10 marks)
- b) Highlight the challenges involved in the recruitment and selection process. (10 marks)

**Question Three**

- a) Explain the benefits of a well-structured orientation program for new employees and the organization as a whole. (10 marks)

- b) Explain how investing in employee development contribute to individual growth and organizational success. (10 marks)

**Question Four**

- a) Explain the concept of job evaluation and it's important in human resource practice. (10 marks)
- b) Explain how an effective performance appraisal system benefit both employees and employers. (10 marks)

**Question Five**

- a) Explain the impact of health, safety, and welfare in the workplace on employee overall productivity. (10 marks)
  - b) Explain different types of employee separation showing the legal and ethical considerations that HR must take into account when managing such separations. (10 marks)
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