

**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND
TECHNOLOGY**

SCHOOL OF AGRICULTURE AND FOOD SCIENCES

**SECOND YEAR FIRST SEMESTER EXAMINATIONS FOR THE DEGREE OF
BACHELOR OF SCIENCE IN AGRIBUSINESS MANAGEMENT**

2013/014 ACADEMIC YEAR

COURSE: AAE 3213- AGRIBUSINESS HUMAN RESOURCE MANAGEMENT

DATE: _____

TIME: _____

Instructions

1. This paper contains SIX questions.
2. Answer ALL the THREE questions in Section A.
3. Answer ANY TWO questions in Section B.
4. Write answers briefly and ELIGBLY.

SECTION A [30 MARKS]

1. Manpower planning is an important development in human resource management. It has spread rapidly to nearly every size of organization in almost every kind of business.
 - a) State and briefly explain any five factors associated with the trends that impact personnel planning. [5 Marks]
 - b) How does a business company organize for personnel planning? [2 Marks]
 - c) Give the steps a personnel planner needs to go through in developing resource data for a future personnel needs. [3 Marks]

2. Agriculture makes an important contribution to the developing countries economy. However, over the last decade, employment has fallen drastically.
 - a) Discuss any two impediments that have contributed to addressing the labour shortage in the sector. [4 Marks]
 - b) With the help of a schematic, explain the Becker model of Human Resource Management associated with performance determination. [2Marks]
 - c) State any four Induction guidelines that workers are expected to demonstrate to maintain highest level of professionalism at all times. [4 Marks]

3. Historical analysis demonstrates the growing importance of employees from being just one of the means of production to being a key source of sustainable competitive advantage in the 21st century knowledge economy.
 - a) Briefly discuss the “Cost-Effective era of the 1980 - 1990s” in relation to the evolution of human resource management. [5 Marks]
 - b) Explain why Strategic Human Resource Management [SHRM] has become critically important in Management thinking. [2 marks]
 - c) State and briefly discuss the distinctive characteristics of the Post-World War II era human resource management issues. [3 Marks]

SECTION B [40 MARKS]

5. In a literal sense, "human resource accounting" means accounting for people as organizational resources. It means the measurement of the cost and value of people to organizations. [20 Marks]
 - a) Discuss human resource accounting as a metaphor. [9 marks]
 - b) State the four primary objectives of human resource accounting. [4 marks]
 - c) Explain the benefits of human resource audits. [7 marks]

6. Equal employment opportunity refers to employment practices that are designed so that existing and potential employees are able to compete for, or be awarded, employment, promotions, transfers, training and other employment related benefits on their merits without reference to irrelevant characteristics. [20 Marks]
- a) State ten grounds against which it is unlawful to discriminate others [5 marks]
 - b) Briefly explain the problem of child labour in agriculture [5 marks]
 - c) Compare and contrast the responsibilities of the employees against those of the Managers in the context of equal employment opportunity [10 marks]
7. The basic rate of pay includes wage adjustments and increments that an employee is entitled to under his/her contract of service. [20 Marks]
- a) Give the formula for calculating Salary payable to a monthly-rated employee for an incomplete month of work [10 marks]
 - b) State the payments covered by gross rate. of pay [6 marks].
 - c) Define the following Agribusiness Human Resource Management terminologies. [1mark each]
 - i. In-service training
 - ii. Manpower planning
 - iii. Human Resource Audit
 - iv. Hazard