

MURANG'A UNIVERSITY COLLEGE

2013/2014 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER EXAMINATIONS

BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

HEH 2205: SOCIOLOGY OF WORK AND EMPLOYMENT

TIME: 2 HOURS

INSTRUCTIONS: Answer question 1 and any other two questions.

Question 1

- a) Briefly explain the nature of work and its theories (10 Marks)
- b) Explain organizational factors that affect work (10 Marks)
- c) Identify how work patterns have changed in the recent past (10 Marks)

Question 2

Discuss the employment relationship in terms of

- a) Basis (4 Marks)
- b) Obligations (6 marks)
- c) Dimensions (10 marks)

Question 3

a) Explain the following concepts within the context of gender and ethnicity. (14 Marks)

- i) Minority Group
- ii) Race
- iii) Ethnic Group
- iv) Prejudice
- v) Discrimination
- vi) Gender
- vii) EEO

b) Compare and contrast how education/skills formation took place in the past and is taking place now (8 Marks)

Question 4

- a) Briefly describe the role of each of the following in the socialization process (15 Marks)
 - i) Family
 - ii) Peers
 - iii) Mass Media
 - iv) Schools
 - v) Occupation
- b) Differentiate desocialization and resocialization (5 Marks)

Question 5

- a) Explain the following terms (6 Marks)
 - i) City
 - ii) Community
 - iii) Urbanization
- b) Differentiate between technological determinism and social determinism. (4 Marks)
- c) Define politics, legitimacy and authority giving an example of each.(10 Marks)