



MERU UNIVERSITY COLLEGE OF SCIENCE & TECHNOLOGY

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University Examinations 2011/2012

SECOND YEAR, FIRST SEMESTER EXAMINATIONS FOR THE DEGREE OF
BACHELOR OF COMMERCE

HBC 2126: HUMAN RESOURCE MANAGEMENT I

DATE: APRIL 2012

TIME: 2 HOURS

INSTRUCTIONS: *Answer question one and any other two questions*

QUESTION ONE (30 MARKS)

- “Effective management of human resources is essential for the prosperity and welfare of an organization, a society or a nation” In light of this statement describe the operative role of HRM. (10 Marks)
- Redundancy affects organizations. Highlight five causes of redundancy in organization. (5 Marks)
- You have been appointed as a head of department in your organization. Discuss five forms of departmentalization. (10 Marks)
- Discuss the significance of providing welfare facilities to workers (5 Marks)

QUESTION TWO (20 MARKS)

- Explain the benefits of training from the view point of an enterprise and its employees. (10 Marks)
- You have been appointed as the Human Resource Manager of Mutindwa enterprises limited a fast growing industrial house. Discuss critically the various sources of recruitment. (10 Marks)

QUESTION THREE (20 MARKS)

- What do you understand by career planning? Describe its objectives. (10 Marks)
- Define communication. Briefly describe four functions of communication in a busy organization. (10 Marks)

QUESTION FOUR (20 MARKS)

- a. What is meant by disciplinary procedure? Describe briefly the steps involved in taking disciplinary action in an organization. (10 Marks)
- b. Explain the significance of industrial health and safety in effective management of human resources. (10 Marks)

QUESTION FIVE (20 MARKS)

- a. Performance appraisal is an integral part of performance management. Interestingly the organization/ management and the employees expect to derive different benefits from the performance appraisal system. Identify the major objectives of performance appraisal from the employees perspective and explain with examples how they can be advised. (10 Marks)
- b. Modern concept of human resource management has developed through many stages. Briefly discuss them. (10 Marks)