



**MASENO UNIVERSITY**  
**UNIVERSITY EXAMINATIONS 2015/2016**

**FOURTH YEAR FIRST SEMESTER EXAMINATIONS FOR THE  
DEGREE OF ARTS IN DEVELOPMENT STUDIES WITH  
INFORMATION TECHNOLOGY**

**(CITY CAMPUS) - EVENING**

**DDS 408: HUMAN RESOURCE MANAGEMENT IN  
DEVELOPMENT**

Date: 9<sup>th</sup> December, 2015

Time: 5.30 - 7.30pm

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**INSTRUCTIONS:**

- Answer **THREE** questions, at least **ONE** from each section.

### Section A

1. Discuss any three methods of selection in human resource management (23.3 marks).
2. Examine the challenges associated with conducting performance appraisal in organizations ( 23.3 marks).
3. Examine the factors that determine the compensation policy in a country ( 23.3 marks).

### Section B

4. Prepare a job description and specification for a research officer in any Organization of your choice ( 23.3 marks).
5. Using example, discuss any three alternatives to recruitment that an organization may pursue( 23.3 marks).
6. Using examples, discuss the following concepts and processes
  - (i) Training (8marks)
  - (ii) Education (7marks)
  - (iii) Human resource development (8 marks)