MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

 2016/2017 ACADEMIC YEAR

SCHOOL OF BUSINESS AND ECONOMICS

BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

FOURTH YEAR FIRST SEMESTER

COURSE CODE: BHR 403

COURSE TITLE: CURRENT ISUES IN HUMAN RESOURCE MANAGEMENT

DATE: ----------- DATE: ------------

INSTRUCTIONS TO CANDIDATES

Answer question ONE and any other THREE questions

 This paper consists 3 printed pages. Please turn over.

QUESTION ONE (25Marks)

a) It is worthy to note that cultural diversity is one of the key International issues in human resource management. Discuss ways of understanding it. (5marks).

b) Most human resource activities revolve around retention of the existing talent.

 Discuss the strategies that may be applied maintain and retain human resource teams in an organization and issues that may emerge if retention practice is not is not attended to. (10marks).

 c) Total Quality Management (TQM) involves continuous improvement of practices and

capabilities to produce better results in the future in an organization. Discuss the steps of managing change in an organization. (10marks).

QUESTION TWO (15Marks)

 Discuss the issues emanating from globalization, although it is supposed to be a free trade with useful results.

 (15marks).

QUESTION THREE (15Marks)

a) Discuss the issues associated with the use of Information Technology in human resource work practices in the organizations.

 (10marks).

b) Justify why strategic human resource management may have issues in an organization, giving possible resolutions for them.

 (5 marks)

QUESTION FOUR (15Marks)

Discuss the five disciplines that should be applied when introducing a learning organization. (15marks).

QUESTION FIVE (15Marks)

a) Establish the internal and external issues that may have affected human resource planning in the Devolved Public Health Sector of Kenya. (10marks).

b) Analyze and critically evaluate the basic issues regarding human resource recruitment policy in organizations in Kenya. (5marks).