MAASAI MARA UNIVERSITY

REGULAR UNIVERSITY EXAMINATIONS

2016/2017 ACADEMIC YEAR

SCHOOL OF BUSINESS AND ECONOMICS

BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

THIRD YEAR SECOND SEMESTER

COURSE CODE: BHR 307

COURSE TITLE: GENDER MAINSTREAMING IN HUMAN RESOURCE MANAGEMENT

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

INSTRUCTIONS FOR CANDIDATES

Answer question ONE and any other THREE questions

QUESTION ONE (25Marks)

a) Explain the concept of mainstreaming gender perspective in human resource management.

(5marks).

b) Discuss the foundation of global gender mainstreaming.

(3marks).

c) One of the principles of gender mainstreaming is "Shifts in institutional culture", which implies that gender mainstreaming is a process of organizational change. Discuss three elements of this process, giving illustrations from Human Resource Management.

(10marks).

d) Sexual harassment negatively affects gender mainstreaming objectives in an organization.

Discuss how you as an employee would differentiate what is or is not sexual harassment in a workplace.

(7marks).

QUESTION TWO (15Marks)

a) Some writers have said that gender mainstreaming has not increased women participation.

Discuss this allegation with reference to professional and managerial positions in organizations in Kenya.

(5marks).

b) What would be the issues causing gender inequity in organizations.

(10marks).

QUESTION THREE (15Marks)

a) Discuss the relationship between gender mainstreaming and promotion of equal opportunities and gender balance in an organization itself.

(10Marks).

b) Establish the principles of gender mainstreaming in organizations. (5marks).

QUESTION FOUR (15Marks)

a) Discuss reasons for the implementation of gender mainstreaming, giving relevant illustrations from organizations in Kenya. (15marks).

QUESTION FIVE (Marks)

a) Discuss the institutional barriers affecting gender mainstreaming process in Public Sector in Kenya.

(10marks).

b) What strategies may the Public Sector of Kenya take to change the socio-cultural factors that have been seen as the main challenge of gender mainstreaming?

(5marks).