

MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS**

**2016/2017 ACADEMIC YEAR**

**FIRSTYEAR SECONDSEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 1103**

**COURSE TITLE:HUMAN RESOURCE MANAGEMENT 1**

**DATE: 2ndFebruary, 2017 TIME: 8:30AM – 10:30AM**

**INSTRUCTIONS TO CANDIDATES**

1. Answer Question **ONE** and any other **THREE**questions

**Question one (1)**

1. Write short notes on the following terms:
2. Compensation **(2 marks)**
3. Recruitment **(2marks)**
4. Total Remuneration **(2marks)**
5. Selection **(2marks)**
6. Human Capital **(2marks)**
7. People are the most valued assets of the organization **(3marks)**
8. Human Resource Management **(2marks)**

b. Discuss key Characteristics of Human Resource Management as a discipline **(10marks)**

**Question two (2)**

1. The Environment in which organizations exists is dynamic and is characterized by continual change. Discuss the challenges that a human resource manager is expected to face in the future. **(12marks)**
2. Explain Human Resource Planning **(3marks)**

**Question three (3)**

1. Human Resource Management evolved from Personnel Management Explain the difference. **(12 marks)**
2. Differentiate between the terms ‘training’ and ‘development’**(3marks)**

**Question four (4)**

1. The Human Resource Manager at Mpala Group Limited wants to establish training needs for his organization. Explain to him the process of identification of training needs in an organization  **(12marks)**
2. Discuss the overall role of human resource management **(3 marks)**

**Question five (5)**

1. Explain five(5) sources of candidates for the recruitment process **(10marks)**
2. Briefly explain the process of recruitment and selection **(5 marks)**

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