

**W1-2-60-1-6**

JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

# **UNIVERSITY EXAMINATIONS 2014/2015**

SECOND YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE/

FIRST YEAR SECOND SEMESTER, BACHELOR OF HUMAN RESOURCE MANAGEMENT/

FIRST YEAR SECOND SEMESTER BACHELOR OF PURCHASING AND SUPPLIES MANAGEMENT / SECOND YEAR SECOND SEMESTER BACHELOR OF BUSINESS INFORMATION TECHNOLOGY

**HBC 2204/HPS 2109/HEH 2102/: HUMAN RESOURCE MANAGEMENT/ HUMAN RESOURCE MANAGEMENT PRACTICE**

**DATE: AUGUST 2015 TIME: 2 HOURS**

**INSTRUCTIONS:**

**ANSWER QUESTION ONE AND ANY OTHER TWO QUESTIONS**

**=========================================================**

**QUESTION ONE**

1. Explain reasons why human resource managers need to conduct the following
2. Organizational analysis [4 marks]
3. Job analysis [4 marks]
4. Organizational design [4 marks]
5. Explain four approaches to job design giving reasons for each. [6 marks]
6. Explain the role of job description in human resource planning [6 marks]
7. Explain four drivers for training and development in modern day organization management [6 marks

**QUESTION TWO**

1. Explain different aspects of person specifications that are critical for recruitment purpose using relevant examples [10 marks]
2. Explain the importance of human resource planning for an organization [10 marks]

**QUESTION THREE**

1. Discuss the rationale for training programs in modern day organizational management [10 marks]
2. Differentiate between training and development as used in human resource management [10 marks]

**QUESTION FOUR**

Discuss five reasons why compensation management is an important human

resource issue. [20 marks]