

W1-2-60-1-6

**JOMO KENYATTA UNIVERSITY**

**OF**

**AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2014/2015**

**YEAR II SEMESTER I/ YEAR I SEMESTER II/ YEAR I SEMESTER I EXAMINATION FOR THE DEGREE FOR BACHELOR OF COMMERCE/ BACHELOR OF SUPPLIES AND CONTRACTING/BACHELOR OF PUBLIC ADMINISTRATION AND LEADERSHIP/ BACHELOR OF BUSINESS AND OFFICE INFORMATION TECHNOLOGY**

**HBC 2126/HPS 2109: HUMAN RESOURCE MANAGEMENT/PRINCIPLES AND PRACTICE OF HRM**

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

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

**QUESTION ONE (COMPULSORY)**

1. Explain the concept of human resource management. [5 marks]
2. Explain the objectives of an induction program in an organization. [5 marks]
3. Explain the importance of employee motivation in relation to organizational productivity. [5 marks]
4. Explain any THREE methods of departmentation. [5 marks]
5. Explain the objectives of a sound industrial relations system in an organization [5 marks]
6. Explain the objectives of staff benefits in an organization. [5 marks]

**QUESTION TWO**

1. Explain the term career management [5 marks]
2. Discuss the contribution of a well-structured training program towards the achievement if organizational goals. [15 marks]

**QUESTION THREE**

Discuss the importance of human resource planning in an organization. [20 marks]

**QUESTION FOUR**

Discuss how an organization can achieve its effectiveness through the assistance of a well structured performance management system. [20 marks]

**QUESTION FIVE**

1. Explain the term employee well-being. [5 marks]
2. Discuss in detail the objectives and benefits of a safety and health program in a business set up. [15 marks]