



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2016/2017

**FOURTH YEAR SECOND SEMESTER EXAMINATION FOR
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION
WITH INFORMATION TECHNOLOGY**

CITY CAMPUS – EVENING

**ABA 437: CONTEMPORARY ISSUES IN HUMAN RESOURCE
MANAGEMENT**

Date: 25th November, 2016

Time: 5.30 - 8.30pm

INSTRUCTIONS:

- Answer Question ONE and any other TWO.



QUESTION ONE

- a) Outline key Human Resource Management Practices. (10 marks)
- b) 'The labour force will continue to age, and the size of 18-30 youth labour force will decrease to its lowest level in 30 years. The labour force participation of those 55 years and older is expected to grow because older individuals are leading healthier and longer lives than in the past, providing opportunity to work more years. Employees and companies are redefining the meaning of retirement'.
- i) Identify and explain likely challenges facing Human Resource Management Practices as a result of the emerging scenario. (10 marks)
- ii) Outline how Human Resource Management Practices have changed or are changing to adapt to the changes in the work force. (10 marks)

QUESTION TWO

- a) Highlight TWO key ways on how Human Resource Management Function is changing. (8 marks)
- b) Describe FOUR competitive challenges influencing Human Resource Management practices. (12 marks)

QUESTION THREE

- a) Explain what you understand by the concept of 'Strategic Human Resource Management'. (8 marks)
- b) Discuss how the application of Human Resource Information System has enhanced the strategic role of human resource management. (12 marks)

QUESTION FOUR

- a) Outline and explain the role of performance management. (10 marks)
- b) Elucidate the advantages of effective organizational structure. (10 marks)

QUESTION FIVE

'Increased diversity of work force has created challenges on Human Resource Management Practices'. Identify and discuss these challenges. (20 marks)