



EMBU UNIVERSITY COLLEGE
(A Constituent College of the University of Nairobi)

2015/2016 ACADEMIC YEAR

SECOND SEMESTER EXAMINATIONS

FIRST YEAR EXAMINATION FOR THE DIPLOMA IN PROCUREMENT

BBA107: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

DATE: APRIL 7, 2016

TIME: 02:00-04:00PM

INSTRUCTIONS:

Answer Question ONE and ANY Other TWO Questions.

QUESTION ONE

- a) Define
- i) Human resource (2 marks)
 - ii) Human resource Management (3 marks)
 - a) Explain five principles of human resource management (5 marks)
 - b) Explain five benefits of managing ethics in the workplace. (5 marks)
 - c) Identify five organizational structures (5 marks)
 - d) Identify the two techniques that can be used in job analysis (4 marks)
 - e) What is international human resource management (2 marks)
 - f) Explain four features of international Human resource management (4 marks)

QUESTION TWO

- a) Briefly discuss five roles of Human Resource practitioners (10 marks)
- b) HRM is a profession just like any other profession. Justify (10 marks)

QUESTION THREE

- a) Give similarities between personnel management and Human Resource Management (10 marks)
- b) Explain five advantages of functional structures form of organization (10 marks)

QUESTION FOUR

- a) With reference to international HRM, explain factors influencing national culture (10 marks)
- b) Explain how the following areas can form standards of professional conducts for HR practitioners (10 marks)
 - i) Accuracy:
 - ii) Confidentiality:
 - iii) Counseling:
 - iv) Developing others:
 - v) Equal opportunity:

QUESTION FIVE

- a) Outline the five differences between personnel and Human Resource Management (10 marks)
- b) Explain five factors affecting compensation systems in an organization (10 marks)

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