

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

JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

# **UNIVERSITY EXAMINATIONS 2018/2019**

THIRD YEAR FIRST SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN PUBLIC ADMINISTRATION AND LEADERSHIP

**HPS 2109 : PRINCIPLES AND PRACTICE OF HUMAN RESOURCE MANAGEMENT**

DATE: DECEMBER 2018 TIME: 2 HOURS

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**INSTRUCTIONS:**

**ANSWER QUESTION ONE [COMPULSORY] AND ANY OTHER TWO**

**QUESTIONS**

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**QUESTION ONE [COMPULOSRY] [30 MARKS]**

1. The role of Human Resource manager has changed with time and still evolving . With the present scenario, discuss the operational functions of HR Manager. [10 marks]
2. “Human Resource Planning is a preliquisite for effective management of Human Resource”. In the height of the statement, analyze the significance of Human Resource Planning. [10 marks]
3. Masaa Enterprise Ltd, a passenger transport firm in your town has been experiencing high employee turnover in the past three years. the situation is attributed to the organization’s poor recruitment practice . As a HR specialist, draw an appropriate recruitment plan for the firm. [10 marks]

**QUESTION TWO [20 MARKS]**

1. Job design is the systematic and purposeful allocation of tasks to individuals and groups within an organization. Based on this statements state and explain five factors which affect job design. [10 marks]
2. Discuss Maslow’s Hierarchy of Needs theory and its relevance to employee motivation. [10 marks]

**QUESTION THREE [20 MARKS]**

Managers are from time to time required to appraise their employees for

organizational effectiveness.

1. Explain five reasons that makes this requirement necessary [10 marks]
2. Highlight any five methods that managers can use for purposes of appraisal [10 marks]

**QUESTION FOUR [20 MARKS]**

1. As a new Human Resource Manager of taxable Co. Ltd you have come in at a time when there is a lot of tension between management and workers. Explain the steps that you would take to create a conducive work environment. [10 marks]
2. Discuss the benefits of a safe work environment. [10 marks]