

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

**JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY**

**University Examinations 2018/2019**

**FOURTH YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF BACHELOR OF COMMERCE**

**HBH 2406: CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT**

**DATE: DECEMBER, 2018 TIME: 2 HOURS**

INSTRUCTIONS: ANSWER QUESTION ONE (COMPULSORY) AND ANY OTHER TWO QUESTIONS

**QUESTION ONE: 30 MARKS**

a. A large percentage of the workforce today consists of employees born after 1978, thus generation / employers. Examine the characteristics of this group employees and the challenges that they may pause to an organization and suggest ways of managing them effectively. (20 marks)

b. Explain ways in which technological development can help the Human Resource Department of an organization carry out its functions effectively. (10 marks)

**QUESTION TWO: 20 MARKS**

Examine the challenges that both individual employees and the organizations

encounter when employees reach their retirement age and suggest coping

strategies for them.

**QUESTION FOUR: 20 MARKS**

Organizations should consider full outsourcing the Human Resource Management

function. Discuss

**QUESTION FIVE: 20 MARKS**

Examine the approaches that can be used to Audit the effective functioning of

Human Resource Department and high light the key areas the audit should capture.