

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

## JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY

**UNIVERSITY EXAMINATIONS 2018/2019**

**YEAR 1 SEMESTER 1 EXAMINATIONS FOR THE BACHELOR OF SCIENCE IN PROCUREMENT AND CONSTRACT MANAGEMENT**

**HPS 2105: PRINCIPLES AND HUMAN RESOURCE PRACTICES**

**DATE: APRIL 2019 TIME: 2 HOURS**

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

QUESTION ONE

i) Briefly explain any four causes of job satisfaction (4 marks)

ii) Describe the process of selecting an employee to the organization (8 marks)

iii) Explain the process that will be useful in evaluating the performance of an employee

(6 marks)

iv) Discuss any four types of management styles that can be applied in an organization in Kenya (12 marks)

QUESTION TWO

i) State any three objectives of employment laws in any organization (3 marks)

ii) Discuss the procedure that employees will follow to deal with misunderstanding among them (10 marks)

iii) Briefly explain how you will help a procurement officer to retire comfortably (4 marks)

iv) State any three characteristics of developing managers in the organization (3 marks)

QUESTION THREE

i) Discuss any four levels of management giving clear functions of each (12 marks)

ii) Briefly explain four factors that will be considered during departmentalization for the organization to work efficiently (4 marks)

iii) State any four barriers to communication in today’s busy schedules (4 marks)

QUESTION FOUR

i) Discuss the main categories of motivation that will be useful to a chief procurement officer in an organization (10 marks)

ii) State any four principles of management (4 marks)

iii) Describe any three methods that will be used to attract potential employees from within the organization (6 marks)