



GARISSA UNIVERSITY

UNIVERSITY EXAMINATION **2017/2018** ACADEMIC YEAR **ONE**
FIRST SEMESTER EXAMINATION

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BHR 100

COURSE TITLE: HUMAN RESOURCE MANAGEMENT 1

EXAMINATION DURATION: 3 HOURS

DATE: 08/12/17

TIME: 09.00-12.00 PM

INSTRUCTION TO CANDIDATES

- The examination has **SIX (6)** questions
- Question **ONE (1)** is **COMPULSORY**
- Choose any other **THREE (3)** questions from the remaining **FIVE (5)** questions
- Use sketch diagrams to illustrate your answer whenever necessary
- Do not carry mobile phones or any other written materials in examination room
- Do not write on this paper

This paper consists of **TWO (2)** printed pages

please turn over



QUESTION ONE (COMPULSORY)

- (a) Define the term human resource management and explain its nature [5 marks]
- (b) With relevant examples, distinguish the following terms
 - i. Layoff and retrenchment [4 marks]
 - ii. Downsizing and redundancy [4 marks]
- (c) Personnel management and human resource management [4 marks]
- (d) Explain in details the steps involved in human resource planning process [8 marks]

QUESTION TWO

- (a) Describe at least six benefits that accrue from an effective training program [6 marks]
- (b) Discuss the factors you will consider while placing an advertisement for a job vacancy [9 marks]

QUESTION THREE

- (a) Define manpower planning and explain its significance in the modern business world [9 marks]
- (b) Discuss between recruitment and selection [6 marks]

QUESTION FOUR

- (a) Critic the external sources of employment [6 marks]
- (b) Discuss the need and importance of training [9 marks]

QUESTION FIVE

- (a) State and explain any four off the job training methods [6 marks]
- (b) Describe in details the content of an induction program [9 marks]

QUESTION SIX

- (a) Discuss the issues facing human resource management in the changing business world [9 marks]
- (b) Outline six factors that affect retirement decisions [6 marks]

