



GARISSA UNIVERSITY COLLEGE

(A Constituent College of Moi University)

**UNIVERSITY EXAMINATION 2016/2017 ACADEMIC YEAR ONE
SECOND SEMESTER EXAMINATION**

SUPPLEMENTARY/SPECIAL EXAMINATION

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BHR 104

COURSE TITLE: HUMAN RESOURCE MANAGEMENT II

EXAMINATION DURATION: 3 HOURS

DATE: 27/09/17

TIME: 2.00-5.00 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) Describe the main features of a strategic human resource management approach [5 marks]
- (b) Explain the re-source based theory and point out its practical significance [12 marks]
- (c) Outline four strategic human resource management areas. [8 marks]

QUESTION TWO

- (a) Describe the steps involved in developing a high performance work system. [6 marks]
- (b) Explain contingency theory and its relevance to human resource management [9 marks]

QUESTION THREE

- (a) Critically examine the concept of a business partner. [6 marks]
- (b) Describe the main models of human resource management roles. [9 marks]

QUESTION FOUR

- (a) Write short notes on the following terms; high commitment, high involvement and high performance work system. [6 marks]
- (b) Outline the characteristics of a high performance work system. [9 marks]

QUESTION FIVE

- (a) Outline any five efficiency measures which can be undertaken by an established business entity. [10 marks]
- (b) Distinguish between efficiency and effective measures. [5 marks]

QUESTION SIX

- (a) Discuss the key concepts of management by objective. [9 marks]
- (b) Distinguish between a vision and a mission statement point out which one comes first in the newly established enterprise [6 marks]

