END OF SEMESTER EXAM JAN – April 2016

**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY SCHOOL OF BUSINESS AND ECONOMICS**

**BUSIA L. CENTRE.**

**ABA 204 FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT**

**INSTRUCTIONS**

Answer question one and any other two questions

**Question 1**

a. Discuss how Human Resource Management differs from personnel management .20mks.

b. Briefly mention the fundamentals of Human Resource Management .10mks

**QUESTION 2**

a. To minimize the impact of reality shock to new employees in an organization one has to undertake proper induction .Discuss the contents of an induction program that should be undertaken for newcomers. 14mks

b. Explain the importance of orientation to new employees. 6mks.

**Question 3**

Discuss the factors influencing the need for recruitment .14mks

Explain the effects of labour turnover in an organization. 6mks.

**Question 4**

a. Discuss the benefits of Human Resource planning for a firm. 10 mks.

b. Explain the factors to consider when using Human Resource Demand forecasting techniques.

**Question 5**

a. How are the objectives of industrial relations and those of trade unions different? 15mks.

b. Discuss the five basic principles that govern the safety program of an organization. 5mk