

**UNIVERSITY OF KABIANGA**

**UNIVERSITY EXAMINATIONS**

**2014/2015 ACADEMIC YEAR**

**SECOND YEAR FIRST SEMESTER EXAMINATION**

**FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT**

**COURSE CODE: *BBM 203***

**COURSE TITLE: HUMAN RESOURCE MANAGEMENT**

**INSTRUCTIONS:**

**ANSWER QUESTION ONE AND ANY OTHER THREE QUESTIONS.**

**QUESTION ONE.**

1. Explain any five determinants of labour supply to an organization. (5 marks)
2. Assume you are a HR manager of a company and you intend to carry out training needs assessment/analysis of your employees;
3. Describe any four methods that you can use to gather data/information for this purpose. (8 marks)
4. Which tools are appropriate in collecting data for this exercise? (4 marks)
5. XYZ ltd had 5,250 employees at the beginning of 2014, as at December 31st 2014 staff stood at 4,250:
6. Using this information, compute the staff turnover rate in this company during the year. (2 marks)
7. Explain any five strategies that can be used to reverse this trend. (6 marks)

**QUESTION TWO**

It is defined “as a strategic and coherent approach to the management of an organization’s most valued assets-the people working there who individually and collectively contribute to the achievement of its objectives.”

1. Identify the concept referred to above and describe its pertinent characteristics. (4marks)
2. Explain any three uses of job analysis in an organization. (3 marks)
3. Describe any four influences of employees’ salary/wage levels. (4 marks)
4. Explain how performance appraisal helps in employees’ training and development. (2 marks)
5. Distinguish between managerial and operative functions of Human Resource Manager. (2 marks)

**QUESTION THREE**

1. Discuss any three methods of collecting data for job analysis. (8 marks)
2. Identify and explain any five uses of job analysis in an organization. (7 marks)

**QUESTION FOUR**

1. Examine the contribution of HR to Human Resource Planning. (10 marks)
2. Explain the factors that would make an organization be considered as an “employer of choice.” (5 marks)

**QUESTION FIVE**

1. Discuss any four of on-the-job training techniques. (4 marks)
2. Explain reasons why organizations should take induction training seriously. (6 marks)
3. Identify main subject areas that should be included in the content of normal induction course. (5 marks)

**QUESTION SIX**

1. Explain in detail factors that are likely to undermine the usefulness of interview as a tool in selection process. (8 marks)
2. Explain how you can make performance appraisal successful and effective. (7 marks)