



MASENO UNIVERSITY

UNIVERSITY EXAMINATIONS 2012/2013

FIRST YEAR FIRST SEMESTER EXAMINATIONS FOR THE DEGREE OF MASTER OF BUSINESS ADMINISTRATION (CITY CAMPUS - WEEKEND)

MBA 812: HUMAN RESOURCE MANAGEMENT

Date: 27th July, 2013

Time: 2.00 – 5.00 p.m..

INSTRUCTIONS:

1. Attempt ANY FOUR questions
2. All questions carry equal marks.



1. a) Discuss the various Human Resources Management functions
(10 mks)
b) Write short explanatory notes on recruitment and selection
(5 mks)
2. a) Define training (3 mks)
b) Discuss both the need for and types of training (12 mks)
3. a) "Performance appraisal is a crucial factor in Human Resource management." Discuss the purposes and uses of performance appraisal (7 mks)
b) Explain the systems involvement in performance appraisal process (8 mks)
4. a) Discuss the factors that affect or determine sound compensation policy in an organization (8mks)
b) Outline the basic characteristics of a good employee welfare programme in a modern business organization (7 mks)
5. a) What is your understanding of Human Resource Planning?
(3 mks)

b) Discuss stages involved in Human Resource Planning. (12 mks)

6. a) Describe the causes of poor industrial relations (5mks)

b) Briefly, state the objectives of sound industrial relations (10 mks)