



MASEÑO UNIVERSITY

UNIVERSITY EXAMINATIONS 2012/2013

FIRST YEAR SECOND SEMESTER EXAMINATIONS FOR
THE DEGREE OF MASTER OF BUSINESS
ADMINISTRATION
(HOMA BAY CAMPUS)

MBA 812: HUMAN RESOURCE MANAGEMENT

Date: 3rd August, 2013

Time: 2.00 – 5.00 p.m.

INSTRUCTIONS

- ◆ Answer ANY FOUR questions.
- ◆ All questions carry equal marks.

QUESTION ONE

Today, many firms and institutions have embraced the idea of employee performance contracting. The underlying logic of this fact is that the performance of employees should be appraised to determine the quantity and quality of their output. However, the performance appraisal process experiences certain barriers. These barriers can be overcome in specific ways. Elaborate. (15Mrks)

QUESTION TWO

"The quality of a firm's Training and Development functions has a significant influence on an employee's productivity and attitudes towards the job. However, before carrying out any training activity, a firm should carry out a needs assessment exercise". Discuss.

(15Mrks)

QUESTION THREE

Explain the semantic considerations distinguishing Human Resource Management and Personnel Management. (15Mrks)

QUESTION FOUR

"Accidents at work places can be prevented or their effects mitigated if firms observe the principles governing employee health and safety programmes". Explain.

(15Mrks)

QUESTION FIVE

"Human Resource Management policies are an integral part of effective management of employees in an organization". Using relevant examples, critically examine the policies concerning recruitment, selection and discipline of staff in relation to Kenyan corporate setting.

(15Mrks)

QUESTION SIX

Many modern firms have adopted Human Resource Information Systems but have not institutionalized internal audits and evaluation systems to determine whether or not the Human Resource Information System has performed to its expectations. Explain the basic issues a firm should consider to help evaluate its Human Resource Information System. (15Mrks)