

**W1-2-60-1-6**

**JOMO KENYATTA UNIVERSITY**

**OF**

**AGRICULTURE AND TECHNOLOGY**

**UNIVERSITY EXAMINATIONS 2014/2015**

**YEAR 2 SEMESTER I EXAMINATION FOR THE DEGREE OF COMMERCE**

**HBC 2204: HUMAN RESOURCE MANAGEMENT**

**DATE: AUGUST 2015 TIME: 2 HOURS**

**INSTRUCTIONS:**

**Answer Question ONE and any other TWO questions**

**QUESTION ONE**

1. Explain the roles of a Human Resource Director as a strategic partner with the Top management (5marks)
2. Outline the main objectives of human resource planning (5marks)
3. Briefly explain the components of a job description. (5marks)
4. Discuss the factors affecting the selection process. (5marks)
5. Define the following terms as used in equity in financial compensation
6. Equity (2marks)
7. External equity (2marks)
8. Internal equity (2marks)
9. Employee equity (2marks)
10. Team equity (2marks)

**QUESTION TWO**

1. Explain the steps you would follow in conducting a job analysis (10marks)
2. Elaborate on the benefit of training and development in an organization (10marks)

**QUESTION THREE**

1. Distinguish between soft human resource and hard human resource management models. (10marks)
2. A leading organization wishes to recruit a large number of employees. The human resource director is not sure about the method to apply. Advice the HR director on the factors to consider in choosing the best method of recruitment (10marks)

**QUESTION FOUR**

1. Discuss the benefits of trade unions to an employee in a firm. (10marks)
2. Examine the factors to consider in disciplining an errant employee. (10marks)