

**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 BACHELOR OF PURCHASING AND SUPPLIES MANAGEMENT/BACHELOR OF COMMERCE**

**HBC 2204/HPS 2109: HUMAN RESOURCE MANAGEMENT PRACTICES**

**DATE: April 2015 TIME: 2 HOURS**

**INSTRUCTIONS:**

**Answer Question One and Any Other Two Questions**

**QUESTION ONE (30 MARKS)**

1. Define the term human resource management (2marks)
2. Discuss the functions of a human resource manager in any organization (6marks)
3. Differentiate between training and development (10marks)
4. Explain why job analysis is critical in the recruitment and selection of candidates. (7marks)
5. Explain the critical factors to consider in person specification during recruitment. (5marks)

**QUESTION TWO**

Discuss how an organization can achieve its desired level of human resource requirement through human resource planning (20marks)

**QUESTION THREE**

1. What is compensation and reward management? (2marks)
2. Explain the uses into which performance management information can be put into. (8marks)
3. Why should organization reward their employees fairly? (10marks)

**QUESTION FOUR**

1. Why is stress management an issue of human resource in organizations? (10marks)
2. What are the causes of stress in an organization? (10marks)