

## **EMBU UNIVERSITY COLLEGE**

(A Constituent College of the University of Nairobi)

### **2015/2016 ACADEMIC YEAR**

### **SECOND SEMESTER EXAMINATIONS**

# FIRST YEAR EXAMINATION FOR THE DIPLOMA IN PROCUREMENT

### **BBA107: PRINCIPLES OF HUMAN RESOURCE MANAGEMENT**

**DATE: APRIL 7, 2016** 

TIME: 02:00-04:00PM

#### **INSTRUCTIONS:**

Answer Question ONE and ANY Other TWO Questions.

#### **QUESTION ONE**

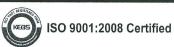
a) Define

i)	Human resource	(2 marks)
ii)	Human resource Management	(3 marks)
<ul><li>a)</li><li>b)</li><li>c)</li></ul>	Explain five principles of human resource management Explain five benefits of managing ethics in the workplace. Identify five organizational structures	(5 marks) (5 marks) (5 marks)
d)	Identify the two techniques that can be used in job analysis	(4 marks)
e)	What is international human resource management	(2 marks)
f)	Explain four features of international Human resource management	(4 marks)

#### **QUESTION TWO**

a) Briefly discuss five roles of Human Resource practitioners (10 marks)

b) HRM is a profession just like any other profession. Justify (10 marks)



#### **QUESTION THREE**

a) Give similarities between personnel management and Human Resource Management

(10 marks)

b) Explain five advantages of functional structures form of organization

(10 marks)

### **QUESTION FOUR**

- a) With reference to international HRM, explain factors influencing national culture (10 marks)
- b) Explain how the following areas can form standards of professional conducts for HR practitioners (10 marks)
  - i) Accuracy:
  - ii) Confidentiality:
  - iii) Counseling:
  - iv) Developing others:
  - v) Equal opportunity:

## **QUESTION FIVE**

a) Outline the five differences between personnel and Human Resource Management

(10 marks)

b) Explain five factors affecting compensation systems in an organization

(10 marks)

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